Fresno County Employees' Retirement Association

Actuarial Valuation and Review
as of June 30, 2025

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Segal

180 Howard Street
Suite 1100
San Francisco, CA 94105-6147
segalco.com
T 415.263.8200

November 25, 2025

Board of Retirement
Fresno County Employees' Retirement Association
7772 N Palm Avenue
Fresno, CA 93711

Dear Board Members:

We are pleased to submit this Actuarial Valuation and Review as of June 30, 2025 for the Fresno County Employees' Retirement Association ("FCERA" or "the Association" or "the Plan"). It summarizes the actuarial data used in the valuation, analyzes the preceding year's experience, and establishes the funding requirements for fiscal year 2026–2027.

This report has been prepared in accordance with generally accepted actuarial principles and practices for the exclusive use and benefit of the Board of Retirement (the Board), based upon information provided by the staff of FCERA and the Plan's other service providers.

Segal does not audit the data provided. The accuracy and comprehensiveness of the data is the responsibility of those supplying the data. To the extent we can, however, Segal does review the data for reasonableness and consistency. Based on our review of the data, we have no reason to doubt the substantial accuracy of the information on which we have based this report and we have no reason to believe there are facts or circumstances that would affect the validity of these results.

The measurements shown in this actuarial valuation may not be applicable for other purposes. Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements; and changes in plan provisions or applicable law.

The actuarial calculations were directed under the supervision of Molly Calcagno, ASA, MAAA, Enrolled Actuary. We are members of the American Academy of Actuaries and we meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion herein. To the best of our knowledge, the information supplied in this actuarial valuation is complete and accurate. The assumptions used in this actuarial valuation were selected by the Board based upon our analysis and recommendations. In our

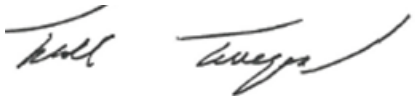
opinion, the assumptions are reasonable and take into account the experience of FCERA and reasonable expectations. In addition, in our opinion, the combined effect of these assumptions is expected to have no significant bias.

Segal makes no representation or warranty as to the future status of the Plan and does not guarantee any particular result. This document does not constitute legal, tax, accounting or investment advice or create or imply a fiduciary relationship. The Board is encouraged to discuss any issues raised in this report with the Plan's legal, tax and other advisors before taking, or refraining from taking, any action.

We look forward to reviewing this report at your next meeting and to answering any questions.

Sincerely,

Segal



Todd Tauzer, FSA, MAAA, FCA, CERA
Senior Vice President and Actuary

Andy Yeung, ASA, MAAA, FCA, EA
Vice President and Actuary

Molly Calcagno, ASA, MAAA, EA
Senior Actuary

OH/jl

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Section 1: Actuarial Valuation Summary

Purpose and basis

This report has been prepared by Segal to present a valuation of the Fresno County Employees' Retirement Association ("FCERA" or "the Association" or "the Plan") as of June 30, 2025. The valuation was performed to determine whether the assets and contribution rates are sufficient to provide the prescribed benefits.

The contribution requirements presented in this report are based on:

- The benefit provisions of the Plan, as administered by the Board;
- The characteristics of covered active, inactive, and retired members and beneficiaries as of June 30, 2025, provided by the staff of FCERA;
- The assets of the Plan as of June 30, 2025, provided by the staff of FCERA;
- Economic assumptions regarding future salary increases and investment earnings adopted by the Board for the June 30, 2025 valuation;
- Other actuarial assumptions regarding employee terminations, retirement, death, etc. adopted by the Board for the June 30, 2025 valuation; and
- The funding policy adopted by the Board.

Certain disclosure information required by Governmental Accounting Standards Board (GASB) Statements No. 67 and 68 as of June 30, 2025 for the Plan and the employers, respectively, are provided in separate reports.

One of the general goals of an actuarial valuation is to establish contributions which fully fund the Association's liabilities, and which, as a percentage of payroll, remain as level as possible for each generation of active members. Annual actuarial valuations measure the progress toward this goal, as well as test the adequacy of the contribution rates.

The contribution requirements are determined as a percentage of payroll. The Association's employer rates provide for both normal cost and a contribution to amortize any unfunded or overfunded actuarial accrued liabilities. In this valuation, we have applied the funding policy originally approved by the Board in 2015, and reaffirmed by the Board in 2017 and 2023. The policy was further amended on November 5, 2025 to include a stabilization of employer contribution rates and surplus management policy component. Details of the funding policy are provided in *Section 4, Exhibit 1* starting on page 88.

The rates calculated in this report may be adopted by the Board for the fiscal year that extends from July 1, 2026 through June 30, 2027.

Highlights of the valuation

Experience study

1. The results of this valuation reflect changes in the actuarial assumptions and methods as recommended by Segal and adopted by the Board for the June 30, 2025 valuation. These changes were documented in our July 1, 2021 through June 30, 2024 Actuarial Experience Study dated June 10, 2025 and are also outlined in *Section 4, Exhibit 1* starting on page 88 of this report. These assumption changes resulted in a decrease in the average employer rate of 1.67% of payroll[1] (which includes a decrease in normal cost rate of 0.18% of payroll and a decrease in the unfunded actuarial accrued liability (UAAL) rate of 1.49% of payroll associated with a decrease in the UAAL by $101.6 million) and a decrease in the average member rate by 0.07% of payroll.

   The decrease in the employer rate is mainly due to demographic assumption changes that reduce cost (such as higher termination rates and new mortality tables that predict shorter life expectancies for payees at advanced ages).

   There is a decrease in the average member rate for all General and Safety membership groups and tiers combined. However, there are slight increases in the General Tier 3 and Tier 4 member rates due to assumption changes of 0.02% and 0.08% of payroll, respectively, due to the increase in the merit and promotion salary increases assumption. For other General tier members, the impact due to the increase in the merit and promotion salary increases assumption is completely offset by other recommended demographic assumptions. For Safety Tier 4 and Tier 5 members, there are increases in the member rates due to assumption changes of 0.17% and 0.09% of payroll, respectively, due to the increase in the merit and promotion salary increases assumption. For Safety Tier 1 and Tier 2 members, the impact due to the increase in the merit and promotion salary increases assumption is completely offset by the change in allocation of normal cost to provide the COLA benefits for legacy members with 30 years of service from employees to the employer recommended in the experience study.

Funding measures

2. The funded ratio (the ratio of valuation value of assets to the actuarial accrued liability) increased from 85.9% to 88.7%. This ratio is one measure of funding status, and its history is a measure of funding progress. Using the market value of assets, the funded ratio increased from 85.8% to 92.3%. These measurements are not necessarily appropriate for assessing the sufficiency

[1] Before the application of the glide path strategy.

of plan assets to cover the estimated cost of settling the plan's benefit obligation or the need for, or the amount of, future contributions. A history of the plan's funded ratios is provided in *Section 2, Subsection G* on pages 42 and 43.

3. The UAAL (the difference between the actuarial accrued liability and the valuation value of assets) decreased from $1,089.8 million to $902.2 million. The decrease in UAAL is primarily due to contributions made during the year to pay down the UAAL, changes in actuarial assumptions, investment return on the valuation value (i.e., after asset smoothing) greater than the assumed rate of 6.50% used in the June 30, 2024 valuation, and actual contributions greater than expected offset somewhat by the individual salary increases greater than expected for active members. A reconciliation of the Association's UAAL from the prior year is provided in *Section 2, Subsection E* on page 31.

   A table of the current UAAL amortization balances and payments may be found in *Section 3, Exhibit H* starting on page 76. A graphical projection of the UAAL amortization balances and payments is provided in *Section 3, Exhibit I* starting on page 86.

4. The UAAL amortization layers established as of the June 30, 2010 valuation have been fully amortized as of June 30, 2025 which resulted in a decrease in the UAAL contribution rate of about 7.81% of payroll for the plan in total.[1] For illustration we have continued to show the 2010 layers in *Section 3, Exhibit H*, but with zero "Outstanding Balance" and "Years Remaining".

   Before the application of the glide path strategy under the new stabilization of employer contribution rates and surplus management policy component of the funding policy, the UAAL contributions are expected to continue to decline in the next few valuations as other layers are fully amortized, as shown in the graphical projection found in *Section 3, Exhibit I* on page 87.

Actuarial experience

5. The net actuarial experience loss of $18.2 million, or 0.23% of actuarial accrued liability (AAL), is due to a net loss from sources other than investment or contributions of $92.5 million, or 1.16% of the AAL, offset to some degree by an investment gain of $44.2 million, or 0.55% of AAL, and a net contribution gain of $30.2 million, or 0.38% of the AAL, prior to reflection of assumption changes, if applicable. The loss from sources other than investments was primarily due to individual salary increases greater than expected for active members.

6. The rate of return on the market value of assets was 11.66% for the year ending June 30, 2025. The return on the valuation value of assets was 7.17% for the same period after recognizing a portion of this year's investment gain and a portion of prior years' investment gains and losses. This resulted in an actuarial gain when measured against the assumed rate of return of 6.50% used in the June 30, 2024 valuation. This actuarial investment gain (after asset smoothing) decreased the average employer contribution rate by 0.61% of payroll.[1]

[1] Before the application of the glide path strategy.

Contributions

7. As discussed above, starting with the June 30, 2025 actuarial valuation, the Board updated the Plan's funding policy to apply a glide path strategy to each UAAL cost sharing group when there is a UAAL contribution rate decrease calculated compared to the prior year's actuarial valuation. The update to the funding policy also includes a surplus management provision under which the decrease in the UAAL contribution rate would be capped for the cost group if the cost group has a surplus (valuation value of assets in excess of AAL).

8. The average total employer rate calculated in this valuation has decreased from 43.60% to 41.45% of payroll. Prior to the application of the glide path strategy to stabilize employer contribution rates, the average UAAL contribution rate decreased from 30.17% to 20.20% of payroll.[1] This decrease is primarily due to effect of June 30, 2010 UAAL amortization layers becoming fully amortized, amortizing prior years' UAAL over a larger than expected projected total payroll, changes in actuarial assumptions, the 7.17% investment return on the valuation value (i.e., after asset smoothing) greater than the assumed rate of 6.50% used in the June 30, 2024 valuation and actual contributions greater than expected, offset somewhat by individual salary increases greater than expected for active members. After the application of the glide path strategy to stabilize employer contribution rates, the decrease in the UAAL contribution rate within each cost group is capped at 2% of payroll resulting in a decrease in the average UAAL contribution rate from 30.17% to 28.17% of payroll[2] (compared to 20.20% of payroll before the application of the glide path strategy). A complete reconciliation of the Association's aggregate employer rate is provided in *Section 2, Subsection F* on page 34.

9. The average member rate calculated in this valuation has decreased from 9.41% to 9.37% of payroll due to changes in actuarial assumptions and changes in active member demographics. A complete reconciliation of the Association's aggregate member rate is provided in *Section 2, Subsection F* on page 35.

   The detailed member rates by cost group are provided in *Section 4, Exhibit 3* on page 126.

10. The allocation of the administrative expenses between the employer and the member is calculated based on the components of the total average contribution rate before expenses and before the application of the glide path strategy. The determination of the allocation can be found in *Section 4, Exhibit 1* of this report starting on page 88.

11. For each membership group, the allocation of the glide path strategy contribution rate in the current valuation between the regular and the settlement benefits has been made based on the proportion of the total UAAL contribution rate, after the application of the glide path strategy, allocated between the regular and the settlement benefits in the prior valuation.

12. In preparing the breakdown of the total costs of the General Tier 1 plan into the cost to provide the "Regular" and the "Settlement" benefits, we have followed the FCERA practice of allocating the cost to provide a benefit under Section 31676.12

[1] There is a reduction in the UAAL contribution rate from 29.06% to 19.22% of payroll for General and from 35.82% to 25.18% of payroll for Safety.
[2] There is a reduction in the UAAL contribution rate from 29.06% to 27.06% of payroll for General and from 35.82% to 33.82% of payroll for Safety.

as the cost for the "Regular" benefit and allocating the difference between this "Regular" benefit cost and the cost to provide a benefit under Section 31676.14 plus Section 31627 as the "Settlement" benefit. In particular, this means that the difference between benefits under Sections 31676.12 and 31676.14 is considered "Settlement" and so under the Settlement Agreement could be funded out of future undistributed excess earnings. Based on discussions with Counsel, the Agreement might not be clear as to what should be considered the "Settlement" benefit. We will require guidance from the Board if and when the Board and Counsel consider the use of any future undistributed excess earnings to pay the cost of the "Settlement" benefit.

13. Segal strongly recommends an actuarial funding method that targets 100% funding of the AAL. Generally, this implies payments that are ultimately at least enough to cover normal cost, interest on the UAAL and the principal balance. The funding policy adopted by the Board meets this standard.

Future expectations

14. As part of the completion of the June 30, 2024 valuation, we recommended and the Board approved an adjustment to the asset smoothing method that combines the deferred gains and losses from the June 30, 2024 valuation into a single net deferred loss of $9.2 million. The net deferred loss is then recognized over the next four and a half years from that date in nine level amounts of approximately $1.0 million for each six-month period. This reduces the volatility associated with the pattern of the deferred loss recognition and results in both more stable funded ratios (on a valuation value basis) and more level employer contribution rates.

15. The total unrecognized net investment **gain** as of June 30, 2025 is $288.0 million as compared to an unrecognized net investment **loss** of $9.2 million in the previous valuation. This net deferred gain of $288.0 million will be recognized in the determination of the actuarial value of assets for funding purposes in the next few years as shown in *Section 2, Subsection B* on page 23.

    The net deferred gain of $288.0 million represents about 3.9% of the market value of assets. Unless offset by future investment losses or other unfavorable experience, the recognition of the $288.0 million net market gain is expected to have an impact on the Association's future funded ratio and contribution rate requirements. This potential impact may be illustrated as follows:

    a. If the net deferred gain was recognized immediately in the valuation value of assets, the funded percentage would increase from 88.7% to 92.3%.

       For comparison purposes, if the net deferred loss in the June 30, 2024 valuation had been recognized immediately in the June 30, 2024 valuation, the funded percentage would have decreased from 85.9% to 85.8%.

    b. If the net deferred gain was recognized immediately in the valuation value of assets, the average employer contribution rate would remain unchanged at 41.45% of payroll, after the application of the first year of the glide path strategy to stabilize employer contributions.

For comparison purposes, if the net deferred loss in the June 30, 2024 valuation had been recognized immediately in the June 30, 2024 valuation, the average employer contribution rate would have increased from 44.02% to 44.16% of payroll.

Risk

16. It is important to note that this actuarial valuation is based on plan assets as of June 30, 2025. The Plan's funded status does not reflect short-term fluctuations of the market, but rather is based on the market values on the last day of the plan year. Segal is available to prepare projections of potential outcomes of market conditions and other demographic experience upon request.

17. Because the actuarial valuation results are dependent on a given set of assumptions, there is a risk that emerging results may differ significantly as actual experience proves to be different from the assumptions. While we have not been engaged to perform a detailed analysis of the potential range of the impact of risk to the Association's future financial condition, we have included a brief discussion of some risks that may affect the Association in *Section 2, Subsection I*, starting on page 45. This discussion of risks is included to satisfy the disclosures required by the Actuarial Standard of Practice No. 51 (ASOP 51).

18. The risk assessment in *Section 2, Subsection I* includes the disclosure of a "Low-Default-Risk Obligation Measure" (LDROM). This disclosure, along with commentary on the significance of the LDROM, is a requirement under Actuarial Standard of Practice No. 4 (ASOP 4) for all pension funding actuarial valuation reports and can be found starting on page 48.

19. For a plan such as that offered by the Retirement Association that may utilize excess earnings to provide contribution rate offsets and additional settlement and non-statutory benefits, we are required to indicate in the valuation report that the possible impact of any such application of future excess earnings on the future financial condition of the Association has not been explicitly measured in the valuation. However, the balance of $1.95 billion (negative) in the Contra Tracking Account has to be fully restored before any excess earnings can be utilized in the future to provide any of the above offsets and benefits under the Board's interest crediting policy. The Contra Tracking Account tracks any cumulative shortfalls in investment earnings relative to earnings required to credit full interest at the assumed rate to valuation reserves.

Summary of key valuation results

Average Employer Contribution as of June 30

($ in '000s)

Tier	2025 Contribution Rate	2025 Annual Amount[1]	2024 Contribution Rate	2024 Annual Amount[1]
General				
• General Tier 1	47.07%	$67,180	49.65%	$70,862
• General Tier 2	44.58%	3,329	47.06%	3,514
• General Tier 3	44.88%	13,708	47.37%	14,469
• General Tier 4	36.52%	6,355	39.14%	6,811
• General Tier 5	34.96%	113,678	37.02%	120,376
Safety				
• Safety Tier 1	64.87%	21,372	65.97%	21,734
• Safety Tier 2	63.71%	2,924	65.77%	3,019
• Safety Tier 4	51.86%	3,512	53.83%	3,646
• Safety Tier 5	46.92%	27,456	48.82%	28,568
All Categories Combined	**41.45%**	**$259,514**	**43.60%**	**$272,999**

[1] Amounts are based on June 30, 2025 projected annual compensation shown on the page 39.

Section 1: Actuarial Valuation Summary

Average Member Contribution as of June 30

($ in '000s)

Tier	2025 Contribution Rate	2025 Annual Amount[1]	2024 Contribution Rate	2024 Annual Amount[1]
General				
• General Tier 1	10.57%	$15,086	10.56%	$15,072
• General Tier 2	7.29%	544	7.31%	546
• General Tier 3	8.66%	2,645	8.60%	2,627
• General Tier 4	7.95%	1,384	7.84%	1,364
• General Tier 5	7.90%	25,688	7.96%	25,883
Safety				
• Safety Tier 1	13.23%	4,359	13.75%	4,530
• Safety Tier 2	12.16%	558	12.26%	563
• Safety Tier 4	11.33%	767	11.12%	753
• Safety Tier 5	13.10%	7,666	13.00%	7,607
All Categories Combined	**9.37%**	**$58,697**	**9.41%**	**$58,945**

[1] Amounts are based on June 30, 2025 projected annual compensation shown on the page 39.

Section 1: Actuarial Valuation Summary

Valuation Results as of June 30
($ in '000s)

Line Description	2025	2024
Actuarial accrued liability		
• Total actuarial accrued liability	$7,994,715	$7,749,850
– Retired members and beneficiaries	5,064,440	4,929,963
– Inactive members[1]	408,389	416,101
– Active members	2,521,886	2,403,786
• Normal cost for plan year beginning June 30[2]	141,831	135,498
Assets		
• Market value of assets (MVA)[3]	$7,380,434	$6,650,853
• Actuarial value of assets (AVA)[3]	7,092,473	6,660,013
• AVA as a percentage of MVA	96.10%	100.14%
• Valuation value of assets (VVA)[3]	$7,092,473	$6,660,013
Funded status		
• Unfunded actuarial accrued liability on MVA basis	$614,281	$1,098,997
• Funded percentage on MVA basis	92.32%	85.82%
• Unfunded actuarial accrued liability on VVA basis	$902,242	$1,089,837
• Funded percentage on VVA basis	88.71%	85.94%
Key assumptions		
• Net investment return	6.50%	6.50%
• Inflation rate	2.50%	2.50%
• Payroll growth	3.00%	3.00%
• Cost-of-living adjustments		
– Tiers with 3.00% COLA	2.75%	2.75%
– Tiers without COLA	0.00%	0.00%

[1] Includes inactive members with member contributions on deposit with less than five years of service.
[2] Includes administrative expense load.
[3] Excludes the balances in the following non-valuation reserves: (1) Supplemental COLA and (2) Retiree Health Benefit (BOR).

Section 1: Actuarial Valuation Summary

Demographic Data as of June 30

Demographic Data by Status	2025	2024	Change
Active members			
• Number of members	7,941	7,910	0.4%
• Average age	41.8	41.7	0.1
• Average service	10.0	9.8	0.2
• Total projected compensation	$626,128,725	$581,141,061	7.7%
• Average projected compensation	$78,848	$73,469	7.3%
Retired members and beneficiaries			
• Number of members	8,638	8,490	1.7%
– Service retired	6,898	6,807	1.3%
– Disability retired	432	420	2.9%
– Beneficiaries	1,308	1,263	3.6%
• Average age	71.3	71.0	0.3
• Average monthly benefit[1]	$3,705	$3,579	3.5%
Inactive members			
• Number of members[2]	5,526	5,404	2.3%
• Average age	44.2	43.9	0.3
Total members	**22,105**	**21,804**	**1.4%**

[1] Benefits include regular and settlement benefits but exclude non-vested supplemental benefits, if any.
[2] Includes inactive members with member contributions on deposit with less than five years of service.

Important information about actuarial valuations

An actuarial valuation is a budgeting tool with respect to the financing of future projected obligations of a pension plan. It is an estimated forecast – the actual long-term cost of the plan will be determined by the actual benefits and expenses paid and the actual investment experience of the plan.

In order to prepare a valuation, Segal relies on a number of input items. These include:

Input Item	Description
Plan provisions	Plan provisions define the rules that will be used to determine benefit payments, and those rules, or the interpretation of them, may change over time. Even where they appear precise, outside factors may change how they operate. It is important to keep Segal informed with respect to plan provisions and administrative procedures, and to review the plan summary included in our report to confirm that Segal has correctly interpreted the plan of benefits.
Member information	An actuarial valuation for a plan is based on data provided to the actuary by the staff of FCERA. Segal does not audit such data for completeness or accuracy, other than reviewing it for obvious inconsistencies compared to prior data and other information that appears unreasonable. It is important for Segal to receive the best possible data and to be informed about any known incomplete or inaccurate data.
Financial information	Part of the cost of a plan will be paid from existing assets — the balance will need to come from future contributions and investment income. The valuation is based on the asset values as of the valuation date, typically reported by the staff of FCERA. A snapshot as of a single date may not be an appropriate value for determining a single year's contribution requirement, especially in volatile markets. Plan sponsors often use an "actuarial value of assets" that differs from market value to gradually reflect year-to-year changes in the market value of assets in determining the contribution requirements.
Actuarial assumptions	In preparing an actuarial valuation, Segal starts by developing a forecast of the benefits to be paid to existing plan members for the rest of their lives and the lives of their beneficiaries. This requires actuarial assumptions as to the probability of death, disability, withdrawal, and retirement of members in each year, as well as forecasts of the plan's benefits for each of those events. In addition, the benefits forecasted for each of those events in each future year reflect actuarial assumptions as to salary increases and cost-of-living adjustments (if applicable). The forecasted benefits are then discounted to a present value, typically based on an estimate of the rate of return that will be achieved on the plan's assets. All of these factors are uncertain and unknowable. Thus, there will be a range of reasonable assumptions, and the results may vary materially based on which assumptions are selected within that range. That is, there is no right answer (except with hindsight). It is important for any user of an actuarial valuation to understand and accept this constraint. The actuarial model may use approximations and estimates that will have an immaterial impact on our results. In addition, the actuarial assumptions may change over time, and while this can have a significant impact on the reported results, it does not mean that the previous assumptions or results were unreasonable or wrong.

Section 1: Actuarial Valuation Summary

The user of Segal's actuarial valuation (or other actuarial calculations) should keep the following in mind:

- The actuarial valuation is prepared at the request of the Association. Segal is not responsible for the use or misuse of its report, particularly by any other party.
- An actuarial valuation is a measurement at a specific date — it is not a prediction of a plan's future financial condition. Accordingly, Segal did not perform an analysis of the potential range of financial measurements, except where otherwise noted.
- If FCERA is aware of any event or trend that was not considered in this valuation that may materially change the results of the valuation, Segal should be advised, so that we can evaluate it.
- Segal does not provide investment, legal, accounting or tax advice and is not acting as a fiduciary to the Plan. This valuation is based on Segal's understanding of applicable guidance in these areas and of the Plan's provisions, but they may be subject to alternative interpretations. The Association should look to their other advisors for expertise in these areas.
- While Segal maintains extensive quality assurance procedures, an actuarial valuation involves complex computer models and numerous inputs. In the event that an inaccuracy is discovered after presentation of Segal's valuation, Segal may revise that valuation or make an appropriate adjustment in the next valuation.
- Segal's report shall be deemed to be final and accepted by FCERA upon delivery and review. FCERA should notify Segal immediately of any questions or concerns about the final content.

Section 2: Actuarial Valuation Results

A. Member information

The Actuarial Valuation and Review considers the number and demographic characteristics of covered members, including active members, inactive vested members, retired members and beneficiaries.

This section presents a summary of significant statistical data on these member groups. More detailed information for this valuation year and the preceding valuation can be found in *Section 3, Exhibits A, B, and C*.

Member Population

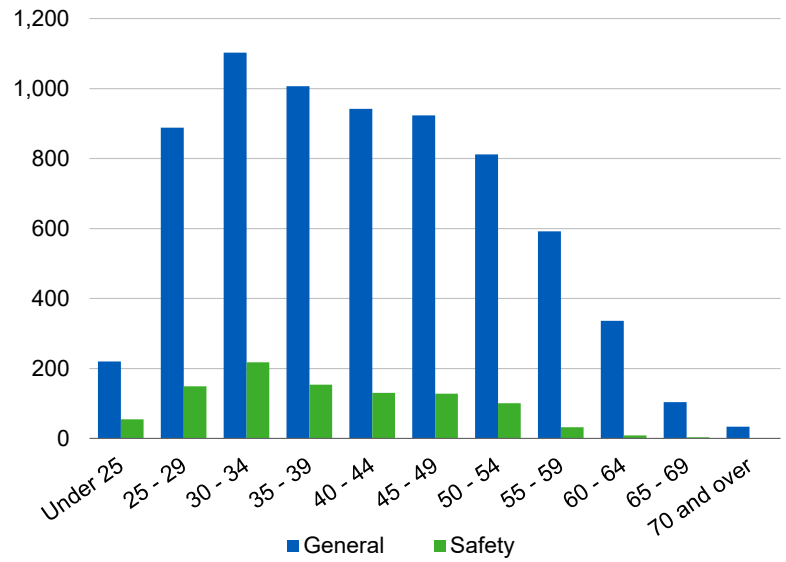
As of June 30	Active Members	Inactive Members[1]	Retired Members and Beneficiaries (Pay Status)	Total Non-Actives	Ratio of Non-Actives to Actives	Ratio of Pay Status to Actives
2016	7,297	3,289	7,032	10,321	1.41	0.96
2017	7,353	3,411	7,200	10,611	1.44	0.98
2018	7,458	3,627	7,445	11,072	1.48	1.00
2019	7,676	3,873	7,651	11,524	1.50	1.00
2020	7,873	4,014	7,838	11,852	1.51	1.00
2021	7,660	4,308	7,982	12,290	1.60	1.04
2022	7,466	4,848	8,175	13,023	1.74	1.09
2023	7,650	5,187	8,374	13,561	1.77	1.09
2024	7,910	5,404	8,490	13,894	1.76	1.07
2025	7,941	5,526	8,638	14,164	1.78	1.09

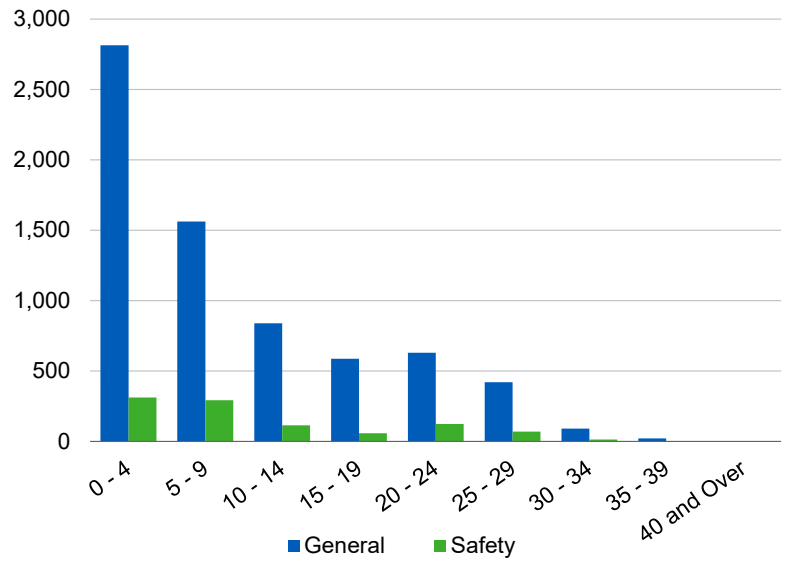
[1] Includes inactive members with member contributions on deposit with less than five years of service.

Active members

Demographic Data	As of June 30, 2025	As of June 30, 2024	Change
Active members	7,941	7,910	0.4%
Average age[1]	41.8	41.7	0.1
Average years of service	10.0	9.8	0.2
Average compensation	$78,848	$73,469	7.3%

Distribution of Active Members as of June 30, 2025





Inactive members

Demographic Data	As of June 30, 2025	As of June 30, 2024	Change
Inactive members[2]	5,526	5,404	2.3%

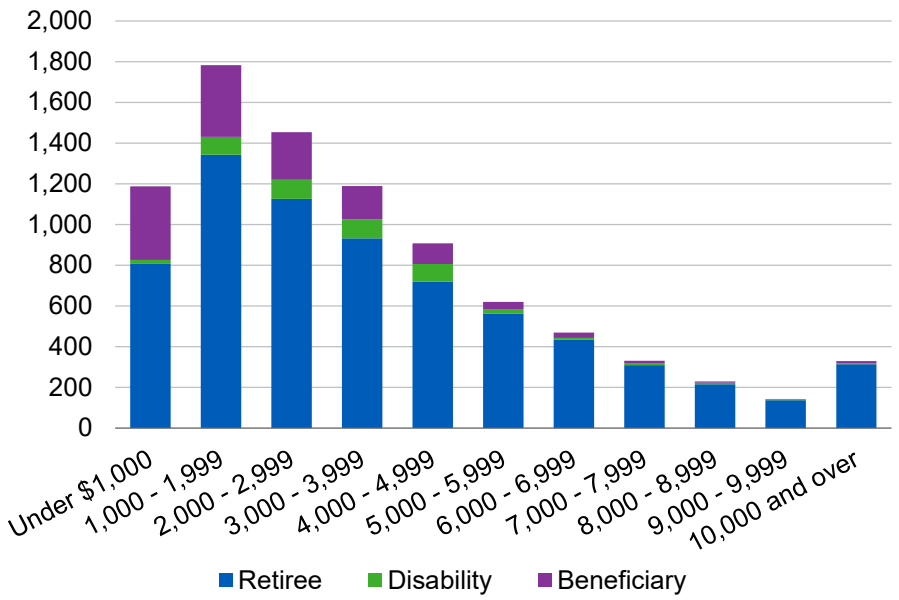
[1] Among the active members, there were none with unknown age information.
[2] Includes inactive members with member contributions on deposit with less than five years of service.

Retired members and beneficiaries

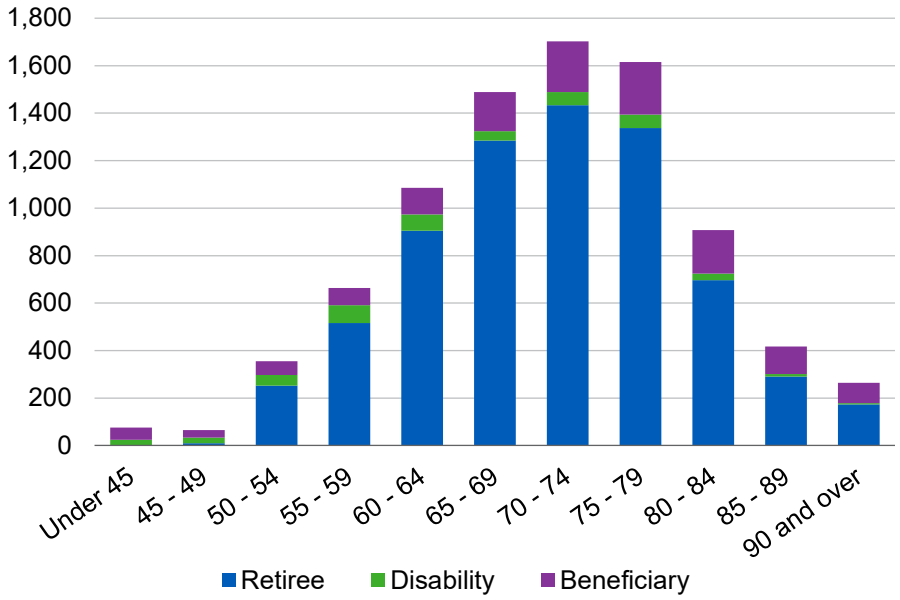
Demographic Data	As of June 30, 2025	As of June 30, 2024	Change
Retired members	7,330	7,227	1.4%
Beneficiaries	1,308	1,263	3.6%
Average age	71.3	71.0	0.3
Average monthly amount	$3,705	$3,579	3.5%
Total monthly amount	$32,002,118	$30,382,344	5.3%

Distribution of Retired Members and Beneficiaries as of June 30, 2025

By Type and Monthly Amount



By Type and Age



Historical plan population

The chart below demonstrates the progression of the active population over the last ten years. The chart also shows the growth among the retired population over the same time period.

Member Data Statistics

Active Members versus Retired Members and Beneficiaries (Pay Status)

As of June 30	Active Count	Active Average Age	Active Average Service	Pay Status Count	Pay Status Average Age	Pay Status Monthly Amount
2016	7,297	43.2	10.5	7,032	69.2	$2,855
2017	7,353	43.0	10.4	7,200	69.4	2,919
2018	7,458	42.6	10.2	7,445	69.6	3,023
2019	7,676	42.3	10.0	7,651	69.8	3,112
2020	7,873	42.1	9.9	7,838	70.1	3,210
2021	7,660	42.3	10.2	7,982	70.3	3,278
2022	7,466	42.1	10.3	8,175	70.5	3,384
2023	7,650	41.8	10.0	8,374	70.7	3,489
2024	7,910	41.7	9.8	8,490	71.0	3,579
2025	7,941	41.8	10.0	8,638	71.3	3,705

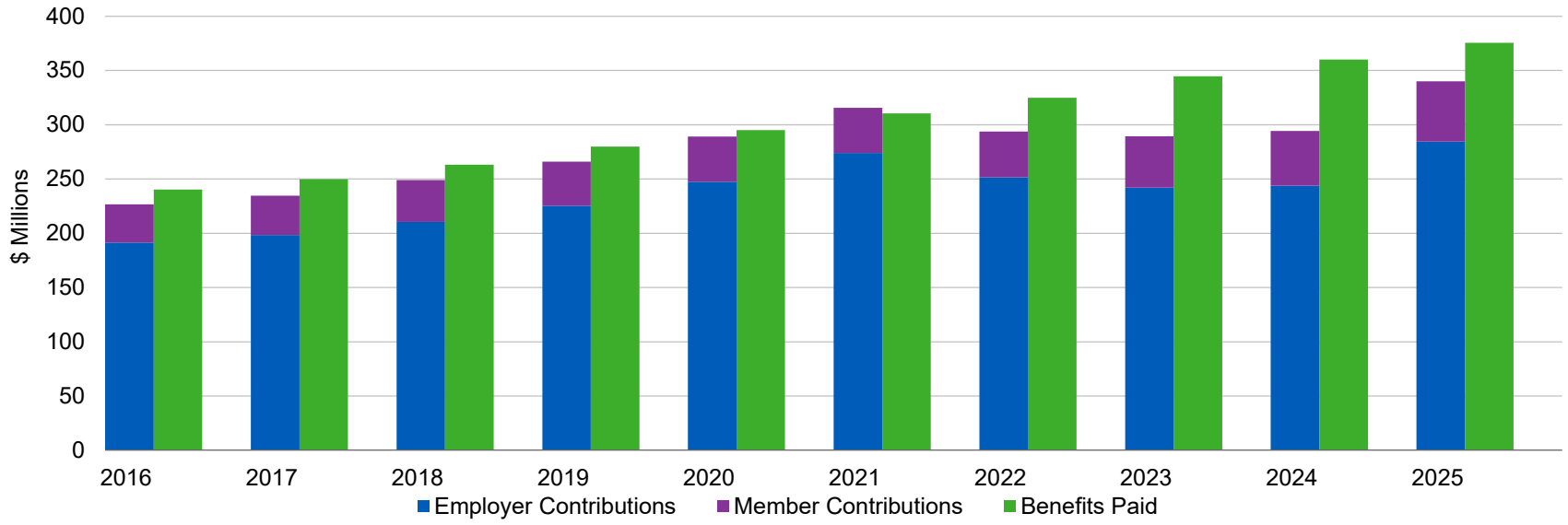
B. Financial information

Retirement plan funding anticipates that, over the long term, both contributions and investment earnings (less investment fees) will be needed to cover benefit payments and administrative expenses. Retirement plan assets change as a result of the net impact of these income and expense components.

Additional financial information, including a summary of transactions for the valuation year, is presented in *Section 3, Exhibits D, E, F and G.*

It is desirable to have level and predictable plan costs from one year to the next. For this reason, the Board has approved an asset valuation method that gradually adjusts to market value. Under this valuation method, the full value of market fluctuations is not recognized in a single year and, as a result, the valuation asset value and the plan costs are more stable. The amount of the adjustment to recognize market value is treated as income, which may be positive or negative. Realized and unrealized gains and losses are treated equally and, therefore, the sale of assets has no immediate effect on the actuarial value.

Comparison of Contributions Made with Benefits for Years Ended June 30



Section 2: Actuarial Valuation Results

Determination of Actuarial Value and Valuation Value of Assets for Year Ended June 30, 2025

	Step	Actual Return	Expected Return[1]	Investment Gain/(Loss)	Percent Deferred	Amount
1.	Market value of assets					$7,380,434,397
2.	**Calculation of deferred return**					
a.	June 30, 2024 combined net deferred loss[2]			$(9,159,944)	77.8%	$(7,124,401)
b.	Six months ended December 31, 2024	$264,564,954	$215,797,876	48,767,079	80%	39,013,663
c.	Six months ended June 30, 2025	508,219,158	223,694,186	284,524,972	90%	256,072,475
d.	**Total deferred return[3]**					$287,961,737
3.	**Actuarial value of assets 1 – 2d**					**$7,092,472,660**
4.	Ratio of actuarial to market value **3 ÷ 1**					96.1%
5.	**Actuarial value of assets corridor limits**					
a.	Lower limit — 70% of MVA					$5,166,304,078
b.	Upper limit — 130% of MVA					$9,594,564,717
6.	**Non-valuation reserves**					
a.	Interest Fluctuation Reserve					$0
b.	Undistributed Reserve					0
c.	Supplmental COLA					0
d.	Retiree health benefit (BOR)					0
e.	**Subtotal Sum of 6a through 6d**					$0
7.	**Valuation value of assets 3 – 6e**					**$7,092,472,660**

Note: Results may not add due to rounding.

[1] The expected market return has been calculated by FCERA using an investment return assumption consistent with that used in the applicable actuarial valuation to set the employer and employee contribution rates for that period.

[2] The net deferred loss as of June 30, 2024 was combined and will be recognized over 4.5 years from June 30, 2024. See next page for the individual six-month periods that were combined.

[3] The total deferred return as of June 30, 2025 recognized in each of the next five years:

a. Amount recognized on June 30, 2026	$64,622,867
b. Amount recognized on June 30, 2027	64,622,867
c. Amount recognized on June 30, 2028	64,622,867
d. Amount recognized on June 30, 2029	65,640,637
e. Amount recognized on June 30, 2030	28,452,499

Section 2: Actuarial Valuation Results

Determination of Actuarial Value and Valuation Value of Assets for Year Ended June 30, 2025 *(continued)*

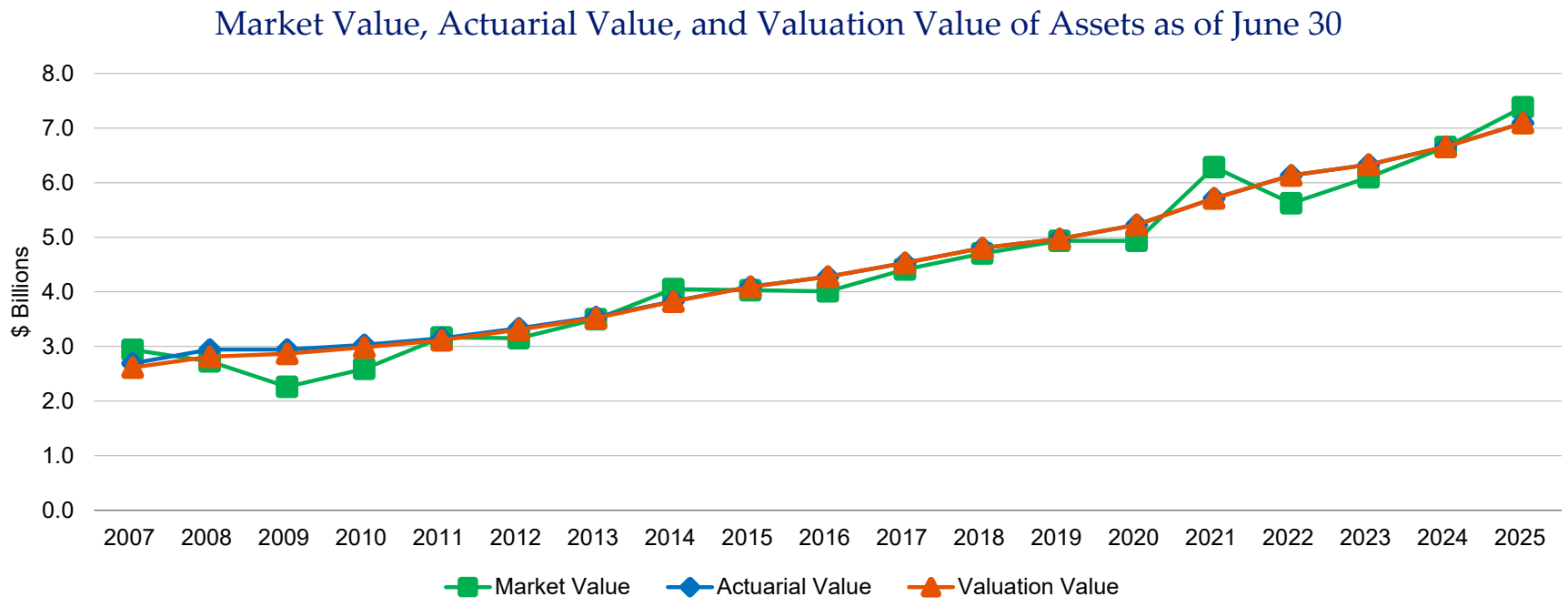
Step	Actual Return	Expected Return	Investment Gain/(Loss)	Percent Deferred	Unrecognized Amount
1. Calculation of unrecognized return included in the deferred gains and losses that were combined as of June 30, 2024					
a. Six months ended June 30, 2020	$(213,839,211)	$180,349,026	$(394,188,236)	10%	$(39,418,824)
b. Six months ended December 31, 2020	863,304,015	172,771,210	690,532,805	20%	138,106,561
c. Six months ended June 30, 2021	485,229,261	202,970,992	282,258,269	30%	84,677,481
d. Six months ended December 31, 2021	157,495,513	219,587,729	(62,092,216)	40%	(24,836,886)
e. Six months ended June 30, 2022	(779,480,943)	224,443,175	(1,003,924,118)	50%	(501,962,059)
f. Six months ended December 31, 2022	50,652,170	182,267,939	(131,615,768)	60%	(78,969,461)
g. Six months ended June 30, 2023	486,732,832	182,910,553	303,822,279	70%	212,675,595
h. Six months ended December 31, 2023	207,490,844	197,591,894	9,898,950	80%	7,919,160
i. Six months ended June 30, 2024	417,205,119	203,151,242	214,053,877	90%	192,648,489
2. Combined net deferred loss as of June 30, 2024					**$(9,159,944)**

Note: Results may not add due to rounding

Asset history

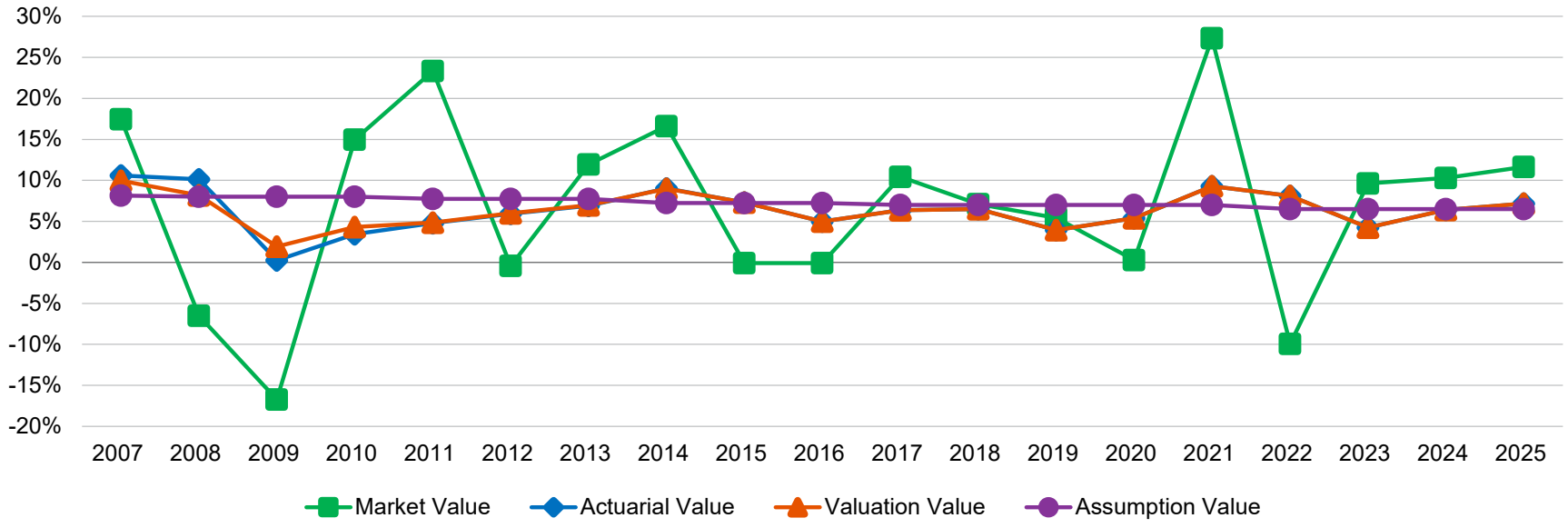
The market value, actuarial value and valuation value of assets are representations of the Association's financial status. As investment gains and losses are gradually taken into account, the actuarial value of assets tracks the market value of assets. The valuation value of assets is generally the actuarial value, excluding any non-valuation reserves.

The valuation value of assets is significant because the Association's liabilities are compared to these assets to determine what portion, if any, remains unfunded. Amortization of the unfunded actuarial accrued liability is an important element in determining the contribution requirement.



Historical investment returns

Market, Actuarial and Valuation Rates of Return for Years Ended June 30



Legend	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Market rate	17.46%	(6.51%)	(16.73%)	14.98%	23.34%	(0.44%)	11.95%	16.63%	(0.10%)	(0.11%)	10.44%	7.11%	5.43%	0.26%	27.33%	(9.93%)	9.61%	10.30%	11.66%
Actuarial rate	10.61%	10.14%	0.24%	3.44%	4.78%	5.94%	6.91%	9.03%	7.29%	4.97%	6.35%	6.49%	3.93%	5.38%	9.29%	8.10%	4.24%	6.38%	7.17%
Valuation rate	9.95%	8.17%	1.93%	4.31%	4.84%	6.01%	6.96%	8.98%	7.31%	4.97%	6.36%	6.49%	3.93%	5.38%	9.29%	8.10%	4.24%	6.38%	7.17%
Assumed rate	8.16%	8.00%	8.00%	8.00%	7.75%	7.75%	7.75%	7.25%	7.25%	7.25%	7.00%	7.00%	7.00%	7.00%	7.00%	6.50%	6.50%	6.50%	6.50%

Average Rates of Return	Market Value	Actuarial Value	Valuation Value
Most recent five-year geometric average return	9.14%	7.02%	7.02%
Most recent 10-year geometric average return	6.82%	6.22%	6.22%
Most recent 15-year geometric average return	7.83%	6.41%	6.42%

C. Actuarial experience

To calculate any actuarially determined contribution, assumptions are made about future events that affect the amount and timing of benefits to be paid and assets to be accumulated. Each year actual experience is measured against the assumptions. If overall experience is more favorable than anticipated (an actuarial gain), the actuarially determined contribution will decrease from the previous year. On the other hand, the actuarially determined contribution will increase if overall actuarial experience is less favorable than expected (an actuarial loss).

Taking account of experience gains or losses in one year without making a change in assumptions reflects the belief that the single year's experience was a short-term development and that, over the long term, experience will return to the original assumptions. For contribution requirements to remain stable, assumptions should approximate experience.

If assumptions are changed, the contribution requirement is adjusted to take into account a change in experience anticipated for all future years. There are changes in actuarial assumptions reflected in this valuation based on those documented in our July 1, 2021 through June 30, 2024 Actuarial Experience Study.

The actuarial experience for the year can be found below and a discussion of the major components can be found on the following pages.

Actuarial Experience for Year Ended June 30, 2025

	Source	Amount
1.	Net gain from investments[1]	$(44,166,000)
2.	Net gain from contributions	(30,173,000)
3.	Net loss from other experience[2]	92,507,000
4.	**Net experience loss**	**$18,168,000**

[1] Details on next page.
[2] See *Subsection E* for further details. Does not include the effect of plan, method or assumption changes, if any.

Investment experience

A major component of projected asset growth is the assumed rate of return. The assumed return should represent the expected long-term rate of return, based on the Association's investment policy.

For valuation purposes, the assumed rate of return on the valuation value of assets is 6.50% based on the June 30, 2024 valuation. The actual rate of return on a valuation basis for the 2024-2025 plan year was 7.17% after recognizing a portion of this year's investment gain and a portion of prior years' investment gains and losses. Since the actual return for the year was greater than the assumed return, the Association experienced an actuarial gain during the year ended June 30, 2025 with regard to its investments.

Investment Experience for Year Ended June 30, 2025

	Line Description	Market Value	Actuarial Value	Valuation Value
1.	Net investment income	$772,784,112	$475,662,431	$475,662,431
2.	Average value of assets	6,629,251,846	6,638,411,790	6,638,411,790
3.	Rate of return **1 ÷ 2**	11.66%	7.17%	7.17%
4.	Assumed rate of return	6.50%	6.50%	6.50%
5.	Expected investment income **2 × 4**	430,901,370	431,496,766	431,496,766
6.	**Investment gain/(loss) 1 − 5**	**$341,882,742**	**$44,165,665**	**$44,165,665**

Contributions

Contributions for the year ended June 30, 2025 totaled $340.2 million, compared to the projected amount of $311.0 million. This resulted in a gain of $30.2 million for the year, when adjusted for timing.

Other experience

There are other differences between the expected and the actual experience that appear when the new valuation is compared with the projections from the previous valuation. These include:

- Mortality experience (more or fewer than expected deaths)
- The extent of turnover among members
- Retirement experience (earlier or later than projected)
- The number of disability retirements (more or fewer than projected)
- Salary increases (greater or smaller than projected)
- Cost-of-living adjustments (greater or lower than anticipated)

The net loss from this other experience for the year ended June 30, 2025 amounted to $92.5 million, which is 1.2% of the AAL. See *Section 2, Subsection E* for a detailed development of the unfunded actuarial accrued liability.

D. Other changes impacting the actuarial accrued liability

Actuarial assumptions and methods

The assumption and method changes reflected in this report were based on the July 1, 2021 through June 30, 2024 Actuarial Experience Study report dated June 10, 2025. The assumption and method changes resulted in a decrease of $101.6 million in the AAL and a decrease of 0.25%[1] of payroll in the total normal cost rate. The average employer contribution rate decrease as a result of assumption changes was 1.67% of payroll. The average employee contribution rate decrease as a result of the assumption changes was 0.07% of payroll.

- The assumption changes include changes to merit and promotion salary increases, pre-retirement mortality, post-retirement (healthy and disabled) mortality, beneficiary mortality, disability incidence, termination, retirement from active employment, retirement age for deferred vested members, annual leave conversion, and reciprocal salary increases.
- The method changes include adjusting the allocation of the normal cost contribution rate to provide the COLA benefits after legacy Safety members reach 30 years of service from the employees to the employer as well as a technical change to the application of the Entry Age cost allocation method.

Starting with the June 30, 2025 actuarial valuation, the Board updated the Plan's funding policy to apply a glide path strategy to each UAAL cost sharing group when there is a UAAL contribution rate decrease calculated compared to the prior year's actuarial valuation. The update to the funding policy also includes a surplus management provision under which the decrease in the UAAL contribution rate would be capped for the cost group if the cost group has a surplus (VVA in excess of AAL).

Details on actuarial assumptions and methods are in *Section 4, Exhibit 1*.

Plan provisions

There were no changes in plan provisions since the prior valuation.

A summary of plan provisions is in *Section 4, Exhibit 2*.

[1] There is a decrease in the average employer normal cost rate of 0.18% of payroll and a decrease in the average employee normal cost rate of 0.07% of payroll.

E. Unfunded actuarial accrued liability

Development of Unfunded Actuarial Accrued Liability for Year Ended June 30, 2025

($ in '000s)

	Line Description	Amount
1.	Unfunded actuarial accrued liability at beginning of year	$1,089,837
2.	Normal cost at middle of year[1]	132,823
3.	Expected administrative expenses	7,556
4.	Expected employer and member contributions	(310,951)
5.	Interest to end of year	66,378
6.	**Expected unfunded actuarial accrued liability at end of year**	**$985,643**
7.	**Changes due to:**	
a.	Investment return greater than expected, after asset smoothing	$(44,166)
b.	Actual contributions greater than expected under funding policy[2]	(30,173)
c.	Individual salary increases greater than expected	94,991
d.	COLA increases greater than expected[3]	598
e.	Other net experience gain[4]	(3,082)
f.	Changes in actuarial assumptions	(101,569)
g.	**Total changes**	**$(83,401)**
8.	**Unfunded actuarial accrued liability at end of year 6 + 7g**	**$902,242**

Note: The sum of items 7c through 7e equals the "Net loss from other experience" of $92.5 million shown in *Section 2, Subsection C*.

[1] Excludes administrative expense load.

[2] Mainly from scheduled one-year lag in implementing contribution rates from June 30, 2025 valuation.

[3] The annual CPI for the West Region used by the Board to set April 1, 2025 COLA came in at 3.0%. For Tiers with a maximum 3.0% COLA, there will be an actuarial loss between the expected benefit increase (2.75% assumed annually starting April 1, 2025 in the June 30, 2024 valuation before implementation of any past COLA banks) and the actual benefit increase (3.0% granted on April 1, 2025 and on every April 1 thereafter until the COLA banks used to track the difference between the 3.0% actual CPI and the actual COLA granted are fully exhausted).

[4] Other differences in actual versus expected experience including (but not limited to) retirement, mortality, disability and termination experience.

F. Recommended contribution

The recommended contribution is equal to the employer normal cost payment and a payment on the unfunded actuarial accrued liability. As of June 30, 2025, the average recommended employer contribution is 41.45% of payroll.

The Board sets the funding policy used to calculate the recommended contribution based on layered 15-year[1] amortization periods as a level percentage of payroll. See *Section 4, Exhibit 1* for further details on the funding policy. Based on this policy, there is no negative amortization and each amortization layer is fully funded in 15 years. Starting with the June 30, 2025 actuarial valuation, the Board updated the Plan's funding policy to apply a glide path strategy to each UAAL cost sharing group when there is a UAAL contribution rate decrease calculated compared to the prior year's actuarial valuation. The update to the funding policy also includes a surplus management provision under which the decrease in the UAAL contribution rate would be capped for the cost group if the cost group has a surplus (VVA in excess of AAL).

As shown in the graphical projection of the UAAL amortization balances and payments found in *Section 3, Exhibit I*, **before** taking into consideration the deferred investment gains and/or losses that will be recognized in the next several valuations and **before** the application of the glide path strategy to stabilize employer contribution rates, the UAAL of the Association is expected to be fully amortized by 2038, assuming all assumptions are realized and contributions are made in accordance with the funding policy before the application of the glide path strategy.

The current funding policy is intended to fully fund the cost of the benefits and to allocate the cost of benefits reasonably and equitably over time while minimizing the volatility of employer contributions. The recommended contribution is expected to remain level as a percent of payroll, except when any current amortization layer is fully amortized and assuming there are no future actuarial gains or losses. Furthermore, the funded ratio is expected to increase as the UAAL is methodically funded by employer contributions. The recommended contribution under the funding policy is a "Reasonable Actuarially Determined Contribution" as required under the Actuarial Standard of Practice No. 4 Measuring Pension Obligations and Determining Pension Plan Costs or Contributions.

[1] Changes in UAAL due to actuarial gains or losses, changes in actuarial assumptions or methods, and plan amendments for each valuation are amortized over separate 15-year periods.

Average Recommended Employer Contribution Calculated as of June 30

($ in '000s)

Line Description	2025 Amount	2025 % of Projected Compensation	2024 Amount	2024 % of Projected Compensation
1. Total normal cost[1]	$141,831	22.65%	$135,498	23.31%
2. Expected member normal cost contributions	58,697	9.37%	55,104	9.48%
3. Employer normal cost **1 − 2**	$83,134	13.28%	$80,394	13.83%
4. Actuarial accrued liability	7,994,715		7,749,850	
5. Valuation value of assets	7,092,473		6,660,013	
6. Unfunded actuarial accrued liability **4 − 5**	$902,242		$1,089,837	
7. Payment on UAAL[2]	126,471	20.20%	175,453	30.19%
8. Glide path strategy to stabilize employer contribution rates[3]	49,909	7.97%	N/A	N/A
9. Average recommended employer contribution 3 + 7 + 8	**$259,514**	**41.45%**	**$255,847**	**44.02%**
10. Projected compensation	$626,129		$581,143	

Note: Contributions are assumed to be paid at the middle of the year.

[1] Includes administrative expense load.
[2] Before the application of the glide path strategy.
[3] Adjustment to UAAL contribution rate as a result of the application of the glide path strategy.

Reconciliation of average recommended employer contribution rate

Reconciliation from June 30, 2024 to June 30, 2025

($ in '000s)

	Item	Contribution Rate	Estimated Annual Dollar Amount[1]
1.	Average recommended employer contribution as of June 30, 2024	43.60%	$272,999
2.	**Changes due to:**		
a.	Investment return greater than expected after asset smoothing	(0.61%)	$(3,819)
b.	Actual contributions greater than expected[2]	(0.42%)	(2,630)
c.	Individual salary increases greater than expected	1.31%	8,202
d.	Decrease in UAAL rate from greater than expected increase in total payroll	(0.87%)	(5,447)
e.	COLA increases greater than expected[3]	0.01%	63
f.	2010 UAAL amortization layers being fully amortized	(7.81%)	(48,901)
g.	Change in member demographics on normal cost	(0.04%)	(250)
h.	Change in explicit administrative expense load	(0.05%)	(313)
i.	Glide path strategy to stabilize employer contribution rates[4]	7.97%	49,909
j.	Other net experience loss[5]	0.03%	157
k.	Changes in actuarial assumptions	(1.67%)	(10,456)
l.	**Total change**	**(2.15%)**	**$(13,485)**
3.	**Average recommended employer contribution as of June 30, 2025 1 + 2l**	**41.45%**	**$259,514**

[1] Amounts are based on June 30, 2025 projected annual compensation shown on the page 39.
[2] Mainly from scheduled one-year lag in implementing contribution rates from June 30, 2025 valuation.
[3] The annual CPI for the West Region used by the Board to set April 1, 2025 COLA came in at 3.0%. For Tiers with a maximum 3.0% COLA, there will be an actuarial loss between the expected benefit increase (2.75% assumed annually starting April 1, 2025 in the June 30, 2025 valuation before implementation of any past COLA bank) and the actual benefit increase (3.0% granted on April 1, 2025 and on every April 1 thereafter until the COLA banks used to track the difference between the 3.0% actual CPI and the actual COLA granted are fully exhausted).
[4] Adjustment to UAAL contribution rate as a result of the application of the glide path strategy.
[5] Other differences in actual versus expected experience including (but not limited to) retirement, mortality, disability and termination experience.

Reconciliation of average recommended member contribution rate

Reconciliation from June 30, 2024 to June 30, 2025

($ in '000s)

	Item	Contribution Rate	Estimated Annual Dollar Amount[1]
1.	Average recommended member contribution as of June 30, 2024	9.41%	$58,945
2.	**Changes due to:**		
a.	Change in member demographics on normal cost	(0.02%)	$(123)
b.	Change in explicit administrative expense load	0.05%	313
c.	Changes in actuarial assumptions	(0.07%)	(438)
d.	**Total change**	**(0.04%)**	**$(248)**
3.	**Average recommended member contribution as of June 30, 2025 1 + 2d**	**9.37%**	**$58,697**

[1] Amounts are based on June 30, 2025 projected annual compensation shown on the page 39.

Recommended employer contribution rate

Recommended Employer Contribution Calculated as of June 30[1, 2]

($ in '000s)

Component by Tier	2025 Regular	2025 Settlement	2025 Total	2025 Estimated Annual Amount[3]	2024 Regular	2024 Settlement	2024 Total	2024 Estimated Annual Amount[3]
General Tier 1								
Normal cost	15.06%	4.95%	20.01%	$28,559	15.44%	5.15%	20.59%	$29,387
UAAL	14.70%	4.52%	19.22%	27,431	22.54%	6.52%	29.06%	41,475
Glide path strategy	6.08%	1.76%	7.84%	11,190	N/A	N/A	N/A	N/A
Total contribution	**35.84%**	**11.23%**	**47.07%**	**$67,180**	**37.98%**	**11.67%**	**49.65%**	**$70,862**
General Tier 2								
Normal cost	17.30%	0.22%	17.52%	$1,308	17.77%	0.23%	18.00%	$1,344
UAAL	14.70%	4.52%	19.22%	1,435	22.54%	6.52%	29.06%	2,170
Glide path strategy	6.08%	1.76%	7.84%	586	N/A	N/A	N/A	N/A
Total contribution	**38.08%**	**6.50%**	**44.58%**	**$3,329**	**40.31%**	**6.75%**	**47.06%**	**$3,514**
General Tier 3								
Normal cost	17.53%	0.29%	17.82%	$5,443	17.99%	0.32%	18.31%	$5,593
UAAL	14.70%	4.52%	19.22%	5,871	22.54%	6.52%	29.06%	8,876
Glide path strategy	6.08%	1.76%	7.84%	2,394	N/A	N/A	N/A	N/A
Total contribution	**38.31%**	**6.57%**	**44.88%**	**$13,708**	**40.53%**	**6.84%**	**47.37%**	**$14,469**

[1] The June 30, 2025 Basic Regular normal cost and UAAL rates shown for each cost group include an explicit administrative expense of 0.28% and 0.74% of payroll, respectively.
[2] The June 30, 2024 Basic Regular normal cost and UAAL rates shown for each cost group include an explicit administrative expense of 0.23% and 0.84% of payroll, respectively.
[3] Amounts are based on June 30, 2025 projected annual compensation shown on the page 39.

Section 2: Actuarial Valuation Results

Component by Tier	2025 Regular	2025 Settlement	2025 Total	2025 Estimated Annual Amount[1]	2024 Regular	2024 Settlement	2024 Total	2024 Estimated Annual Amount[1]
General Tier 4								
Normal cost	9.46%	0.00%	9.46%	$1,646	10.08%	0.00%	10.08%	$1,754
UAAL	14.70%	4.52%	19.22%	3,345	22.54%	6.52%	29.06%	5,057
Glide path strategy	6.08%	1.76%	7.84%	1,364	N/A	N/A	N/A	N/A
Total contribution	**30.24%**	**6.28%**	**36.52%**	**$6,355**	**32.62%**	**6.52%**	**39.14%**	**$6,811**
General Tier 5								
Normal cost	7.90%	0.00%	7.90%	$25,688	7.96%	0.00%	7.96%	$25,883
UAAL	14.70%	4.52%	19.22%	62,497	22.54%	6.52%	29.06%	94,493
Glide path strategy	6.08%	1.76%	7.84%	25,493	N/A	N/A	N/A	N/A
Total contribution	**28.68%**	**6.28%**	**34.96%**	**$113,678**	**30.50%**	**6.52%**	**37.02%**	**$120,376**
Safety Tier 1								
Normal cost	24.85%	6.20%	31.05%	$10,230	23.98%	6.17%	30.15%	$9,933
UAAL	19.04%	6.14%	25.18%	8,296	27.47%	8.35%	35.82%	11,801
Glide path strategy	6.63%	2.01%	8.64%	2,846	N/A	N/A	N/A	N/A
Total contribution	**50.52%**	**14.35%**	**64.87%**	**$21,372**	**51.45%**	**14.52%**	**65.97%**	**$21,734**
Safety Tier 2								
Normal cost	29.65%	0.24%	29.89%	$1,372	29.73%	0.22%	29.95%	$1,375
UAAL	19.04%	6.14%	25.18%	1,156	27.47%	8.35%	35.82%	1,644
Glide path strategy	6.63%	2.01%	8.64%	396	N/A	N/A	N/A	N/A
Total contribution	**55.32%**	**8.39%**	**63.71%**	**$2,924**	**57.20%**	**8.57%**	**65.77%**	**$3,019**

[1] Amounts are based on June 30, 2025 projected annual compensation shown on the page 39.

Section 2: Actuarial Valuation Results

Component by Tier	2025 Regular	2025 Settlement	2025 Total	2025 Estimated Annual Amount[1]	2024 Regular	2024 Settlement	2024 Total	2024 Estimated Annual Amount[1]
Safety Tier 4								
Normal cost	17.85%	0.19%	18.04%	$1,222	17.80%	0.21%	18.01%	$1,220
UAAL	19.04%	6.14%	25.18%	1,705	27.47%	8.35%	35.82%	2,426
Glide path strategy	6.63%	2.01%	8.64%	585	N/A	N/A	N/A	N/A
Total contribution	**43.52%**	**8.34%**	**51.86%**	**$3,512**	**45.27%**	**8.56%**	**53.83%**	**$3,646**
Safety Tier 5								
Normal cost	13.10%	0.00%	13.10%	$7,666	13.00%	0.00%	13.00%	$7,607
UAAL	19.04%	6.14%	25.18%	14,735	27.47%	8.35%	35.82%	20,961
Glide path strategy	6.63%	2.01%	8.64%	5,055	N/A	N/A	N/A	N/A
Total contribution	**38.77%**	**8.15%**	**46.92%**	**$27,456**	**40.47%**	**8.35%**	**48.82%**	**$28,568**
All categories combined								
Normal cost	11.80%	1.48%	13.28%	$83,134	11.91%	1.52%	13.43%	$84,096
UAAL	15.41%	4.79%	20.20%	126,471	23.35%	6.82%	30.17%	188,903
Glide path strategy	6.17%	1.80%	7.97%	49,909	N/A	N/A	N/A	N/A
Total contribution	**33.38%**	**8.07%**	**41.45%**	**$259,514**	**35.26%**	**8.34%**	**43.60%**	**$272,999**

[1] Amounts are based on June 30, 2025 projected annual compensation shown on the page 39.

Projected Compensation as of June 30, 2025

($ in '000s)

Tier	Projected Annual Compensation
General Tier 1	$142,723
General Tier 2	7,467
General Tier 3	30,545
General Tier 4	17,403
General Tier 5	325,166
Safety Tier 1	32,946
Safety Tier 2	4,590
Safety Tier 4	6,772
Safety Tier 5	58,517
Total	**$626,129**

Breakdown of total normal cost for each type of benefit

Breakdown of the Employer Contribution Rate into Basic and COLA as of June 30

General

Category	2025 Tier 1	2025 Tier 2	2025 Tier 3	2025 Tier 4	2025 Tier 5	2024 Tier 1	2024 Tier 2	2024 Tier 3	2024 Tier 4	2024 Tier 5
Normal Cost										
Regular - basic	11.82%	13.84%	13.89%	9.18%	7.62%	12.14%	14.26%	14.23%	9.85%	7.73%
Regular - COLA	2.96%	3.18%	3.36%	0.00%	0.00%	3.07%	3.28%	3.53%	0.00%	0.00%
Section 6	4.65%	0.00%	0.00%	0.00%	0.00%	4.83%	0.00%	0.00%	0.00%	0.00%
Section 8	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Section 9	0.30%	0.22%	0.29%	0.00%	0.00%	0.32%	0.23%	0.32%	0.00%	0.00%
Administrative expense	0.28%	0.28%	0.28%	0.28%	0.28%	0.23%	0.23%	0.23%	0.23%	0.23%
Subtotal	**20.01%**	**17.52%**	**17.82%**	**9.46%**	**7.90%**	**20.59%**	**18.00%**	**18.31%**	**10.08%**	**7.96%**
UAAL										
Regular - basic	7.55%	7.55%	7.55%	7.55%	7.55%	12.47%	12.47%	12.47%	12.47%	12.47%
Regular - COLA	6.41%	6.41%	6.41%	6.41%	6.41%	9.23%	9.23%	9.23%	9.23%	9.23%
Section 6	3.47%	3.47%	3.47%	3.47%	3.47%	5.40%	5.40%	5.40%	5.40%	5.40%
Section 8[1]	(1.04%)	(1.04%)	(1.04%)	(1.04%)	(1.04%)	(0.82%)	(0.82%)	(0.82%)	(0.82%)	(0.82%)
Section 9[2]	2.09%	2.09%	2.09%	2.09%	2.09%	1.94%	1.94%	1.94%	1.94%	1.94%
Administrative expense	0.74%	0.74%	0.74%	0.74%	0.74%	0.84%	0.84%	0.84%	0.84%	0.84%
Glide path strategy	7.84%	7.84%	7.84%	7.84%	7.84%	N/A	N/A	N/A	N/A	N/A
Subtotal	**27.06%**	**27.06%**	**27.06%**	**27.06%**	**27.06%**	**29.06%**	**29.06%**	**29.06%**	**29.06%**	**29.06%**
Total	**47.07%**	**44.58%**	**44.88%**	**36.52%**	**34.96%**	**49.65%**	**47.06%**	**47.37%**	**39.14%**	**37.02%**

[1] The primary reason for the Section 8 UAAL contribution rate decrease over time is that, in practice, the Association doesn't debit the negative UAAL contribution offset from the Section 8 Settlement Reserve.

[2] The primary reason for the Section 9 UAAL contribution rate increase over time is that, in practice, the Association doesn't deposit the positive UAAL contribution to the Section 9 Settlement Reserve.

Breakdown of the Employer Contribution Rate into Basic and COLA as of June 30

Safety

Category	2025 Tier 1	2025 Tier 2	2025 Tier 4	2025 Tier 5	2024 Tier 1	2024 Tier 2	2024 Tier 4	2024 Tier 5
Normal Cost								
Regular - basic	19.12%	23.19%	17.57%	12.82%	19.17%	23.40%	17.57%	12.77%
Regular - COLA	5.45%	6.18%	0.00%	0.00%	4.58%	6.10%	0.00%	0.00%
Section 6	5.92%	0.00%	0.00%	0.00%	5.88%	0.00%	0.00%	0.00%
Section 8	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Section 9	0.28%	0.24%	0.19%	0.00%	0.29%	0.22%	0.21%	0.00%
Administrative expense	0.28%	0.28%	0.28%	0.28%	0.23%	0.23%	0.23%	0.23%
Subtotal	**31.05%**	**29.89%**	**18.04%**	**13.10%**	**30.15%**	**29.95%**	**18.01%**	**13.00%**
UAAL								
Regular - basic	7.07%	7.07%	7.07%	7.07%	11.81%	11.81%	11.81%	11.81%
Regular - COLA	11.23%	11.23%	11.23%	11.23%	14.82%	14.82%	14.82%	14.82%
Section 6	5.09%	5.09%	5.09%	5.09%	7.23%	7.23%	7.23%	7.23%
Section 8[1]	(1.04%)	(1.04%)	(1.04%)	(1.04%)	(0.82%)	(0.82%)	(0.82%)	(0.82%)
Section 9[2]	2.09%	2.09%	2.09%	2.09%	1.94%	1.94%	1.94%	1.94%
Administrative expense	0.74%	0.74%	0.74%	0.74%	0.84%	0.84%	0.84%	0.84%
Glide path strategy	8.64%	8.64%	8.64%	8.64%	N/A	N/A	N/A	N/A
Subtotal	**33.82%**	**33.82%**	**33.82%**	**33.82%**	**35.82%**	**35.82%**	**35.82%**	**35.82%**
Total	**64.87%**	**63.71%**	**51.86%**	**46.92%**	**65.97%**	**65.77%**	**53.83%**	**48.82%**

Note: Please refer to *Section 4, Exhibit 2* for definition of Regular and Settlement Sections 6, 8 and 9 benefits.

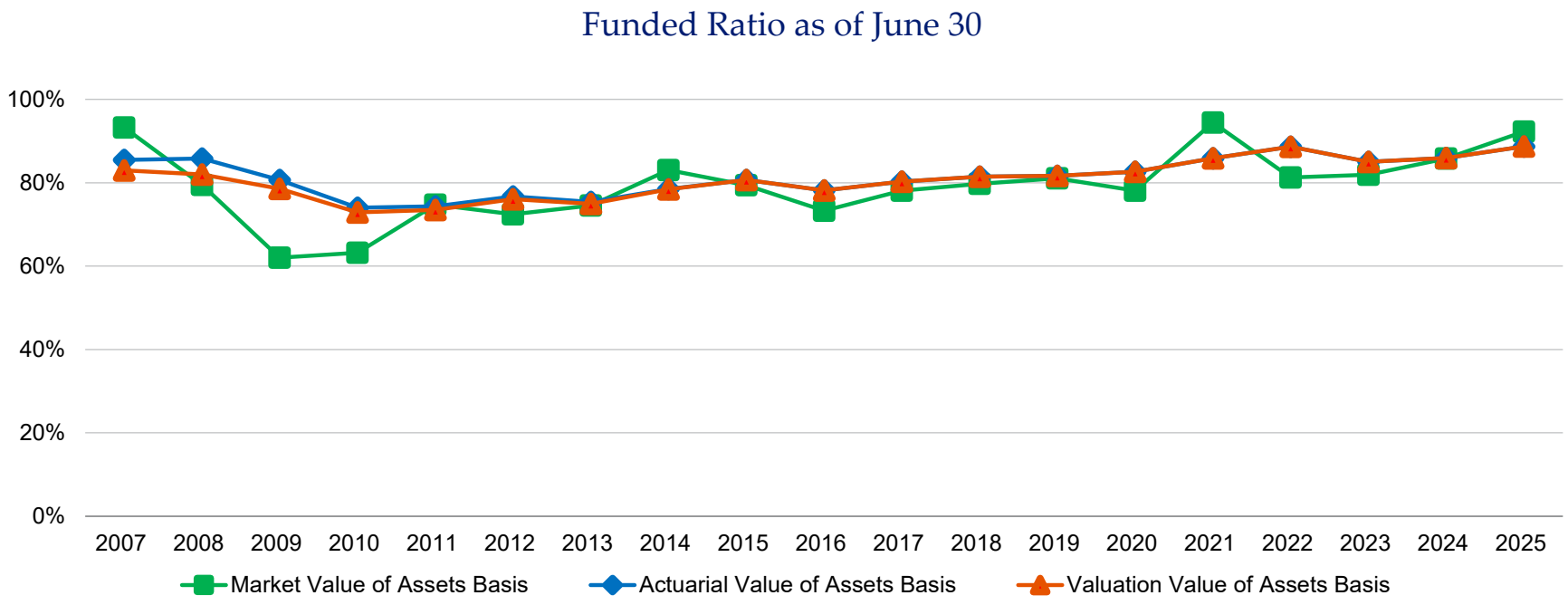
[1] The primary reason for the Section 8 UAAL contribution rate decrease over time is that, in practice, the Association doesn't debit the negative UAAL contribution offset from the Section 8 Settlement Reserve.

[2] The primary reason for the Section 9 UAAL contribution rate increase over time is that, in practice, the Association doesn't deposit the positive UAAL contribution to the Section 9 Settlement Reserve.

G. Funded status

A commonly reported piece of information regarding the Association's financial status is the funded ratio. These ratios compare the market, actuarial and valuation value of assets to the actuarial accrued liability of the Plan. Higher ratios indicate a relatively well-funded plan while lower ratios may indicate recent changes to actuarial assumptions, funding of the plan below actuarial requirements, poor asset performance, or a variety of other causes.

The funded status measures shown in this valuation are appropriate for assessing the need for or amount of future contributions. However, they are not necessarily appropriate for assessing the sufficiency of Plan assets to cover the estimated cost of settling the Plan's benefit obligations. As the chart below shows, the measures are different depending on whether the market, actuarial, or valuation value of assets is used.



Section 2: Actuarial Valuation Results

Schedule of Funding Progress

As of June 30	Valuation Value of Assets (a)	Actuarial Accrued Liability (AAL) (b)	Unfunded AAL (UAAL) (b) − (a)	Funded Ratio (a) ÷ (b)	Projected Compensation (c)	UAAL as a % of Projected Compensation [(b) − (a)] ÷ (c)
2016	$4,278,001,000	$5,472,149,000	$1,194,148,000	78.18%	$402,535,000	296.66%
2017	4,529,508,000	5,643,444,000	1,113,936,000	80.26%	413,760,000	269.22%
2018	4,802,958,000	5,893,909,000	1,090,951,000	81.49%	431,678,000	252.72%
2019	4,971,225,000	6,086,654,000	1,115,429,000	81.67%	457,759,000	243.67%
2020	5,226,009,000	6,320,381,000	1,094,372,000	82.69%	485,587,000	225.37%
2021	5,710,379,000	6,649,631,000	939,252,000	85.88%	482,500,000	194.66%
2022	6,134,136,000	6,918,859,000	784,723,000	88.66%	491,462,000	159.67%
2023	6,331,112,000	7,442,829,000	1,111,717,000	85.06%	529,841,000	209.82%
2024	6,660,013,000	7,749,850,000	1,089,837,000	85.94%	581,143,000	187.53%
2025	7,092,473,000	7,994,715,000	902,242,000	88.71%	626,129,000	144.10%

H. Actuarial balance sheet

An overview of the Plan's funding is given by an actuarial balance sheet. In this approach, first the amount and timing of all future payments that will be made by the Plan for current members is determined. Then these payments are discounted at the valuation interest rate to the date of the valuation, thereby determining the present value, referred to as the "liability" of the Plan.

Second, this liability is compared to the assets. The "assets" for this purpose include the net amount of assets already accumulated by the Plan, the present value of future member contributions, the present value of future employer normal cost contributions, and the present value of future employer amortization payments for the unfunded actuarial accrued liability.

Actuarial Balance Sheet as of June 30, 2025

($ in '000s)

Line Description	Regular	Settlement Benefit Section 6	Settlement Benefit Section 8	Settlement Benefit Section 9	Total
Liabilities					
Present value of benefits for retired members and beneficiaries	$3,980,986	$975,423	$50,454	$57,577	$5,064,440
Present value of benefits for inactive members	322,630	82,009	0	3,750	408,389
Present value of benefits for active members	3,207,276	482,258	0	20,260	3,709,794
Total liabilities	**$7,510,892**	**$1,539,690**	**$50,454**	**$81,587**	**$9,182,623**
Current and Future Assets					
Total valuation value of assets	$5,718,870	$1,290,376	$95,229	$(12,002)	$7,092,473
Present value of future contributions by members	501,563	25,952	0	0	527,515
Present value of future employer contributions for:					
• Entry age normal cost	614,156	42,821	0	3,416	660,393
• Unfunded actuarial accrued liability	676,303	180,541	(44,775)	90,173	902,242
Total of current and future assets	**$7,510,892**	**$1,539,690**	**$50,454**	**$81,587**	**$9,182,623**

Note: Please refer to *Section 4, Exhibit 2* for definition of Regular and Settlement Sections 6, 8 and 9 benefits.

I. Risk

Because the actuarial valuation results are dependent on a fixed set of assumptions and data as of a specific date, there is risk that emerging results may differ, perhaps significantly, as actual experience is fluid and will not exactly track current assumptions. This potential divergence may have a significant impact on the future financial condition of the plan.

This report does not contain a detailed analysis of the potential range of future measurements, but does include a concise discussion of some of the primary risks that may affect the Plan's future financial condition. A more detailed assessment of the risks tailored to specific interests or concerns of the Board would provide the Board with a better understanding of the risks inherent in the Plan that can inform both financial preparation and future decision making. This assessment would enable us to work with the Board to highlight and illustrate particular risks or potential future outcomes they may be interested in discussing and could include scenario testing, sensitivity testing, stress testing and stochastic modeling.

This section provides descriptions and basic assessments of the primary risks that are likely to have an ongoing influence on the Plan's financial health, as well as a discussion of historical trends and maturity measures:

Risk assessments

- **Asset/Liability Mismatch Risk** (the potential that future plan experience does not affect asset and liability values in the same way, causing them to diverge)

  The most significant asset/liability mismatch risk to the Plan is investment risk, as discussed below. In fact, investment risk has the potential to impact asset/liability mismatch in two ways. The first is evident in annual valuations; when asset values deviate from assumptions they are typically independent from liability changes. The second can be caused when systemic asset deviations from assumptions may signal the need for an assumption change, which causes liability values and contribution rates to move in the opposite direction from any change in the expected experience of asset growth rates.

  Asset/liability mismatch can also be caused by demographic assumption risk such as longevity, which affects liabilities but has no impact on asset levels. This risk is also discussed below.

- **Investment Risk** (the risk that investment returns will be different than expected)

  The investment return assumption is a long-term, static assumption for valuation purposes even though in reality market experience can be quite volatile in any given year. That volatility can cause significant changes in the financial condition of the Plan, affecting both funded status and contribution rates. The inherent year-to-year volatility is reduced by smoothing through the valuation value of assets, however investment experience can still have a sizable impact. As discussed in *Section 2, Subsection J, Volatility Ratios*, on page 49, a 1% asset gain or loss (relative to the assumed investment return) translates to about 11.8% of

one-year's payroll. Since actuarial gains and losses are amortized over 15 years, there would be a 1.0% of payroll decrease/(increase) in the required contribution for each 1% asset gain/(loss).

The year-by-year market value rate of return over the last 10 years has ranged from a low of -9.93% to a high of 27.33%.

- **Longevity Risk** (the risk that mortality experience will be different than expected)

  The actuarial valuation includes current life expectancy assumptions and an expectation of future improvement in life expectancy, which are significant assumptions given the relatively long duration of liabilities for pension plans. Emerging plan experience that does not match these expectations will result in increases or decreases in the actuarially determined contribution over time. This risk can be reduced by using tables appropriate for the Plan (public experience tables) that are weighted by benefit levels, and by using generational mortality projections. The Board has adopted mortality tables based on this methodology.

- **Other Risks**

  In addition to longevity, the valuation includes a variety of other assumptions that are unlikely to match future experience exactly. One example is projected salary scales over time. As salary is central to the determination of benefits paid in retirement, deviations from the projected salary scales could have a material impact on the benefits anticipated for each member. Examples of other demographic assumptions include retirement, termination and disability assumptions, and will likely vary in significance for different groups (for example, disability assumptions are typically more significant for Safety groups).

Some plans also carry significant contribution risk, defined as the potential for actual future contributions deviating from expected future contributions. However, the employers have a proven track-record of making the actuarially determined contributions based on the Board's Actuarial Funding Policy, so contribution risk is minimal.

Evaluation of historical trends

Past experience can help demonstrate the sensitivity of key results to the Plan's actual experience. Over the past ten years:

- The funded percentage on the valuation value of assets basis has increased from 78.2% to 88.7%. This is primarily due to contributions made to amortize the UAAL (i.e., amortizing each layer of UAAL over 15 years as a level percentage of pay). For a more detailed history see *Section 2, Subsection G, Funded status* starting on page 42.
- The average geometric investment return on the valuation value of assets over the last 10 years was 6.22%. This includes a high of 9.29% and a low of 3.93%. The average over the last five years is 7.02%. For more details see the *Section 2, Subsection B, Historical investment returns* on page 26.

- The primary source of new UAAL was the strengthening of assumptions through multiple assumption changes. In particular, the assumption changes in 2013 changed the discount rate from 7.75% to 7.25% and updated mortality tables, adding $259[1] million in unfunded liability. The assumption changes in 2016 changed the discount rate from 7.25% to 7.00% and again updated mortality tables adding $241[2] million in unfunded liability. The assumption changes in 2021 changed the discount rate from 7.00% to 6.50% (as well as various other changes) adding $203[3] million in unfunded liability. The assumption changes in 2023 increased the COLA assumption from 2.50% to 2.75% for the Legacy members enrolled in those tiers with a maximum 3.0% COLA, adding $125[4] million in unfunded liability. The assumption changes in 2025 changed the individual salary increase assumption and updated mortality tables, removing $102[5] million in unfunded liability. For more details on unfunded liability changes see *Section 3, Exhibit H, Table of Amortization Bases* starting on page 76.
- The plan's funding policy effectively deals with these unfunded liabilities over time. This can be seen most clearly in *Section 3, Exhibit I, Projection of UAAL balances and payments* starting on page 86.

Maturity measures

In the last 10 years the ratio of members in pay status to active participants has increased from 0.96 to 1.09. An increased ratio indicates that the plan has grown in maturity over time. This is to be expected, but is also informative for understanding plan sensitivity to particular risks. For more details see *Section 2, Subsection A, Member information* on page 18.

As pension plans mature, the cash needed to fulfill benefit obligations will increase over time. Therefore, cash flow projections and analysis should be performed to assure that the Plan's asset allocation is aligned to meet emerging pension liabilities. Over the past year, benefits paid were $35 million more than contributions received (gross of administrative expenses). Plans with high levels of negative cash flows may have a need for a larger allocation to income generating assets, which can create a drag on investment return. However, the Plan currently has a low level of negative cash flow and is relatively well funded (at a 88.7% funded ratio). For more details on historical cash flows see *Section 2, Subsection B, Financial information* on page 22.

A further discussion of plan maturity measures and how they relate to changes in assets and liabilities is included in *Section 2, Subsection J, Volatility ratios* on page 49.

[1] Includes additional $7 million in Section 8 UAAL and Section 9 UAAL due to changes in actuarial assumptions as of June 30, 2013.
[2] Includes additional $7 million in Section 8 UAAL and Section 9 UAAL due to changes in actuarial assumptions as of June 30, 2016.
[3] Includes additional $5 million in Section 8 UAAL and Section 9 UAAL due to changes in actuarial assumptions as of June 30, 2021.
[4] Includes additional $0.2 million in Section 8 UAAL and Section 9 UAAL due to changes in actuarial assumptions as of June 30, 2023.
[5] Includes reduction of $2 million in Section 8 UAAL and Section 9 UAAL due to changes in actuarial assumptions as of June 30, 2025.

Low-Default-Risk Obligation Measure (LDROM)

In December 2021, the Actuarial Standards Board issued a revision of Actuarial Standard of Practice No. 4 (ASOP 4) *Measuring Pension Obligations and Determining Pension Plan Costs or Contributions*. One of the revisions to ASOP 4 requires the disclosure of a Low-Default-Risk Obligation Measure (LDROM) when performing a funding valuation. The LDROM presented in this report is calculated using the same methodology and assumptions used to determine the AAL used for funding, except for the discount rate. The LDROM is required to be calculated using "a discount rate…derived from low-default-risk fixed income securities whose cash flows are reasonably consistent with the pattern of benefits expected to be paid in the future."

The LDROM is a calculation assuming a plan's assets are invested in an all-bond portfolio, generally lowering expected long-term investment returns. The discount rate selected and used for this purpose is the Bond Buyer General Obligation 20-year Municipal Bond Index Rate, published at the end of each week. The last published rate in December of the measurement period, by The Bond Buyer, is 5.20% for use effective June 30, 2025. This is the rate used to determine the discount rate for valuing reported public pension plan liabilities in accordance with Governmental Accounting Standards when plan assets are projected to be insufficient to make projected benefit payments, and the 20-year period reasonably approximates the duration of plan liabilities. The LDROM is not used to determine a plan's funded status or actuarially determined contribution rates. The plan's expected return on assets, currently 6.50%, is used for these calculations.

As of June 30, 2025, the LDROM for the Plan is $9.4 billion.[1] The difference between the Plan's AAL of $8.0 billion and the LDROM can be thought of as the increase in the AAL if the entire portfolio were invested in low-default-risk securities. Alternatively, this difference could also be viewed as representing the expected savings from investing in the Plan's diversified portfolio compared to investing only in low-default-risk securities.

ASOP 4 requires commentary to help the intended user understand the significance of the LDROM with respect to the funded status of the plan, plan contributions, and the security of member benefits. In general, if plan assets were invested exclusively in low-default-risk securities, the funded status would be lower and the actuarially determined contribution would be higher. While investing in a portfolio with low-default-risk securities may be more likely to reduce investment volatility and the volatility of employer contributions, it also may be more likely to result in higher employer contributions or lower benefits.

[1] For comparison purposes, as of June 30, 2024, the LDROM was $11.0 billion based on a discount rate of 3.93%, while the Plan's AAL was $7.7 billion.

J. Volatility Ratios

Retirement plans are subject to volatility in the level of required contributions. This volatility tends to increase as retirement plans become more mature.

The Asset Volatility Ratio (AVR), which is equal to the market value of assets divided by total projected compensation, provides an indication of the potential contribution volatility for any given level of investment volatility. A higher AVR indicates that the plan is subject to a greater level of contribution volatility. This is a current measurement since it is based on the current level of assets.

The current AVR is about 11.8. This means that a 1% asset gain or loss (relative to the assumed investment return) translates to about 11.8% of one-year's payroll. Since actuarial gains and losses are amortized over 15 years, there would be a 1.0% of payroll decrease/(increase) in the required contribution for each 1% asset gain/(loss).

The Liability Volatility Ratio (LVR), which is equal to the AAL divided by total projected compensation, provides an indication of the longer-term potential for contribution volatility for any given level of investment volatility. This is because, over an extended period of time, the plan's assets should track the plan's liabilities. For example, if a plan is 50% funded on a market value basis, the liability volatility ratio would be double the asset volatility ratio and the plan sponsor should expect contribution volatility to increase over time as the plan becomes better funded.

The LVR also indicates how volatile contributions will be in response to changes in the AAL due to actual experience or to changes in actuarial assumptions. The current total Plan LVR is about 12.8 but is 11.9 for General compared to 17.0 for Safety. This means, for example, that assumption changes will have a greater impact on employer contribution rates for Safety than for General. The total Plan LVR is about 8.2% higher than the AVR. Therefore, we would expect that contribution volatility will increase over the long term.

Volatility Ratios

Asset Volatility Ratio (AVR) versus Liability Volatility Ratio (LVR)

As of June 30	AVR General	AVR Safety	AVR Total	LVR General	LVR Safety	LVR Total
2016	9.5	12.0	10.0	12.9	16.8	13.6
2017	10.2	13.0	10.7	13.0	17.0	13.6
2018	10.4	13.5	10.9	12.9	17.2	13.7
2019	10.3	13.2	10.8	12.7	16.4	13.3
2020	9.6	12.7	10.2	12.3	16.3	13.0
2021	12.3	16.8	13.0	13.0	17.8	13.8
2022	10.8	15.0	11.4	13.3	18.0	14.1
2023	10.9	14.7	11.5	13.3	17.8	14.0
2024	10.7	14.9	11.4	12.5	17.3	13.3
2025	11.0	15.8	11.8	11.9	17.0	12.8

Section 3: Supplemental Information

Exhibit A: Table of plan demographics

Total Plan — Demographics as of June 30

Demographic Data by Status	2025	2024	Change
Active members			
• Number	7,941	7,910	0.4%
• Average age	41.8	41.7	0.1
• Average years of service	10.0	9.8	0.2
• Total projected compensation	$626,128,725	$581,141,061	7.7%
• Average projected compensation	$78,848	$73,469	7.3%
• Account balances	$453,494,746	$424,447,024	6.8%
• Total active vested members	4,820	4,723	2.1%
Inactive members			
• Number	5,526	5,404	2.3%
• Average age	44.2	43.9	0.3
Retired members			
• Number	6,898	6,807	1.3%
• Average age	71.5	71.3	0.2
• Average monthly benefit[1]	$3,977	$3,836	3.7%
Disabled members			
• Number	432	420	2.9%
• Average age	64.3	64.4	(0.1)
• Average monthly benefit[1]	$3,458	$3,322	4.1%
Beneficiaries			
• Number	1,308	1,263	3.6%
• Average age	72.2	72.1	0.1
• Average monthly benefit[1]	$2,353	$2,276	3.4%

[1] Benefits include regular and settlement benefits but exclude non-vested supplemental benefits.

General Tier 1 — Demographics as of June 30

Demographic Data by Status	2025	2024	Change
Active members			
• Number	1,548	1,688	(8.3%)
• Average age	52.7	52.3	0.4
• Average years of service	23.4	22.7	0.7
• Total projected compensation	$142,722,935	$142,939,412	(0.2%)
• Average projected compensation	$92,198	$84,680	8.9%
• Account balances	$208,741,604	$208,269,173	0.2%
• Total active vested members	1,541	1,678	(8.2%)
Inactive members			
• Number	1,622	1,696	(4.4%)
• Average age	53.9	53.2	0.7
Retired members			
• Number	5,830	5,804	0.4%
• Average age	72.3	72.0	0.3
• Average monthly benefit[1]	$3,818	$3,686	3.6%
Disabled members			
• Number	194	196	(1.0%)
• Average age	68.4	67.9	0.5
• Average monthly benefit[1]	$2,612	$2,486	5.1%
Beneficiaries			
• Number	1,028	994	3.4%
• Average age	73.3	73.0	0.3
• Average monthly benefit[1]	$2,257	$2,183	3.4%

[1] Benefits include regular and settlement benefits but exclude non-vested supplemental benefits.

General Tier 2 — Demographics as of June 30

Demographic Data by Status	2025	2024	Change
Active members			
• Number	70	73	(4.1%)
• Average age	49.5	48.6	0.9
• Average years of service	16.1	15.1	1.0
• Total projected compensation	$7,466,337	$7,331,743	1.8%
• Average projected compensation	$106,662	$100,435	6.2%
• Account balances	$5,970,990	$5,595,463	6.7%
• Total active vested members	68	71	(4.2%)
Inactive members			
• Number	111	114	(2.6%)
• Average age	49.1	48.5	0.6
Retired members			
• Number	50	46	8.7%
• Average age	67.4	66.7	0.7
• Average monthly benefit[1]	$1,983	$1,914	3.6%
Disabled members			
• Number	1	1	0.0%
• Average age	57.7	56.7	1.0
• Average monthly benefit[1]	$3,122	$3,032	3.0%
Beneficiaries			
• Number	2	2	0.0%
• Average age	68.2	67.2	1.0
• Average monthly benefit[1]	$857	$833	2.9%

[1] Benefits include regular and settlement benefits but exclude non-vested supplemental benefits.

General Tier 3 — Demographics as of June 30

Demographic Data by Status	2025	2024	Change
Active members			
• Number	388	403	(3.7%)
• Average age	48.3	47.6	0.7
• Average years of service	16.3	15.4	0.9
• Total projected compensation	$30,545,239	$28,982,701	5.4%
• Average projected compensation	$78,725	$71,917	9.5%
• Account balances	$27,409,783	$25,431,096	7.8%
• Total active vested members	387	402	(3.7%)
Inactive members			
• Number	309	307	0.7%
• Average age	46.2	45.3	0.9
Retired members			
• Number	120	112	7.1%
• Average age	66.0	65.5	0.5
• Average monthly benefit[1]	$1,763	$1,623	8.6%
Disabled members			
• Number	11	11	0.0%
• Average age	56.9	57.7	(0.8)
• Average monthly benefit[1]	$1,886	$1,636	15.3%
Beneficiaries			
• Number	9	6	50.0%
• Average age	66.0	64.4	1.6
• Average monthly benefit[1]	$1,193	$907	31.5%

[1] Benefits include regular and settlement benefits but exclude non-vested supplemental benefits.

General Tier 4 — Demographics as of June 30

Demographic Data by Status	2025	2024	Change
Active members			
• Number	199	208	(4.3%)
• Average age	48.4	48.0	0.4
• Average years of service	9.8	9.0	0.8
• Total projected compensation	$17,402,829	$16,646,649	4.5%
• Average projected compensation	$87,451	$80,032	9.3%
• Account balances	$9,151,551	$8,181,047	11.9%
• Total active vested members	162	164	(1.2%)
Inactive members			
• Number	197	192	2.6%
• Average age	48.3	47.1	1.2
Retired members			
• Number	28	23	21.7%
• Average age	65.1	63.5	1.6
• Average monthly benefit[1]	$974	$951	2.4%
Disabled members			
• Number	2	1	100.0%
• Average age	64.0	65.2	(1.2)
• Average monthly benefit[1]	$2,137	$1,953	9.4%
Beneficiaries			
• Number	0	0	N/A
• Average age	N/A	N/A	N/A
• Average monthly benefit[1]	N/A	N/A	N/A

[1] Benefits include regular and settlement benefits but exclude non-vested supplemental benefits.

General Tier 5 — Demographics as of June 30

Demographic Data by Status	2025	2024	Change
Active members			
• Number	4,756	4,570	4.1%
• Average age	38.0	37.5	0.5
• Average years of service	4.9	4.3	0.6
• Total projected compensation	$325,166,292	$288,010,666	12.9%
• Average projected compensation	$68,370	$63,022	8.5%
• Account balances	$98,697,399	$78,332,141	26.0%
• Total active vested members	1,993	1,747	14.1%
Inactive members			
• Number	2,850	2,651	7.5%
• Average age	38.3	37.7	0.6
Retired members			
• Number	76	57	33.3%
• Average age	66.7	66.5	0.2
• Average monthly benefit[1]	$842	$768	9.6%
Disabled members			
• Number	4	4	0.0%
• Average age	51.0	50.0	1.0
• Average monthly benefit[1]	$2,366	$2,366	0.0%
Beneficiaries			
• Number	5	5	0.0%
• Average age	48.8	47.8	1.0
• Average monthly benefit[1]	$780	$780	0.0%

[1] Benefits include regular and settlement benefits but exclude non-vested supplemental benefits.

Section 3: Supplemental Information

Safety Tier 1 — Demographics as of June 30

Demographic Data by Status	2025	2024	Change
Active members			
• Number	248	282	(12.1%)
• Average age	50.0	49.5	0.5
• Average years of service	23.5	23.1	0.4
• Total projected compensation	$32,946,018	$35,127,517	(6.2%)
• Average projected compensation	$132,847	$124,566	6.6%
• Account balances	$60,353,337	$63,262,175	(4.6%)
• Total active vested members	247	282	(12.4%)
Inactive members			
• Number	145	163	(11.0%)
• Average age	52.9	52.3	0.6
Retired members			
• Number	777	750	3.6%
• Average age	67.7	67.6	0.1
• Average monthly benefit[1]	$6,083	$5,797	4.9%
Disabled members			
• Number	197	192	2.6%
• Average age	63.6	63.2	0.4
• Average monthly benefit[1]	$4,458	$4,306	3.5%
Beneficiaries			
• Number	264	256	3.1%
• Average age	68.8	68.9	(0.1)
• Average monthly benefit[1]	$2,811	$2,711	3.7%

[1] Benefits include regular and settlement benefits but exclude non-vested supplemental benefits.

Safety Tier 2 — Demographics as of June 30

Demographic Data by Status	2025	2024	Change
Active members			
• Number	36	37	(2.7%)
• Average age	44.2	43.3	0.9
• Average years of service	16.1	15.0	1.1
• Total projected compensation	$4,590,221	$4,405,700	4.2%
• Average projected compensation	$127,506	$119,073	7.1%
• Account balances	$5,649,401	$5,082,488	11.2%
• Total active vested members	36	37	(2.7%)
Inactive members			
• Number	28	31	(9.7%)
• Average age	42.8	41.9	0.9
Retired members			
• Number	7	6	16.7%
• Average age	62.9	64.0	(1.1)
• Average monthly benefit[1]	$3,713	$3,550	4.6%
Disabled members			
• Number	8	6	33.3%
• Average age	48.6	48.1	0.5
• Average monthly benefit[1]	$3,429	$3,943	(13.0%)
Beneficiaries			
• Number	0	0	N/A
• Average age	N/A	N/A	N/A
• Average monthly benefit[1]	N/A	N/A	N/A

[1] Benefits include regular and settlement benefits but exclude non-vested supplemental benefits.

Safety Tier 4 — Demographics as of June 30

Demographic Data by Status	2025	2024	Change
Active members			
• Number	56	57	(1.8%)
• Average age	42.9	42.2	0.7
• Average years of service	9.9	9.1	0.8
• Total projected compensation	$6,772,289	$6,408,924	5.7%
• Average projected compensation	$120,934	$112,437	7.6%
• Account balances	$5,068,704	$4,414,387	14.8%
• Total active vested members	45	46	(2.2%)
Inactive members			
• Number	31	32	(3.1%)
• Average age	42.3	41.2	1.1
Retired members			
• Number	3	2	50.0%
• Average age	58.5	58.5	0.0
• Average monthly benefit[1]	$2,257	$1,851	21.9%
Disabled members			
• Number	5	4	25.0%
• Average age	39.2	38.2	1.0
• Average monthly benefit[1]	$3,472	$3,271	6.1%
Beneficiaries			
• Number	0	0	N/A
• Average age	N/A	N/A	N/A
• Average monthly benefit[1]	N/A	N/A	N/A

[1] Benefits include regular and settlement benefits but exclude non-vested supplemental benefits.

Safety Tier 5 — Demographics as of June 30

Demographic Data by Status	2025	2024	Change
Active members			
• Number	640	592	8.1%
• Average age	33.5	33.0	0.5
• Average years of service	5.3	5	0.3
• Total projected compensation	$58,516,565	$51,287,750	14.1%
• Average projected compensation	$91,432	$86,635	5.5%
• Account balances	$32,451,976	$25,879,053	25.4%
• Total active vested members	341	296	15.2%
Inactive members			
• Number	233	218	6.9%
• Average age	34.9	34.2	0.7
Retired members			
• Number	7	7	0.0%
• Average age	61.2	60.2	1.0
• Average monthly benefit[1]	$1,389	$1,389	0.0%
Disabled members			
• Number	10	5	100.0%
• Average age	39.4	39.9	(0.5)
• Average monthly benefit[1]	$2,656	$2,422	9.7%
Beneficiaries			
• Number	0	0	N/A
• Average age	N/A	N/A	N/A
• Average monthly benefit[1]	N/A	N/A	N/A

[1] Benefits include regular and settlement benefits but exclude non-vested supplemental benefits.

Exhibit B: Distribution of active members

Total Plan

Active Counts and Average Projected Compensation by Age and Years of Service as of June 30, 2025

Age	Total	0–4 Years	5–9 Years	10–14 Years	15–19 Years	20–24 Years	25–29 Years	30–34 Years	35–39 Years	40 Years and Over
Under 25	275	275	—	—	—	—	—	—	—	—
	$57,619	$57,619	—	—	—	—	—	—	—	—
25–29	1,037	936	101	—	—	—	—	—	—	—
	$63,463	$61,720	$79,615	—	—	—	—	—	—	—
30–34	1,321	738	536	47	—	—	—	—	—	—
	$71,847	$64,730	$80,480	$85,152	—	—	—	—	—	—
35–39	1,161	450	435	249	26	1	—	—	—	—
	$78,414	$66,017	$82,121	$93,538	$86,765	$60,917	—	—	—	—
40–44	1,072	275	292	248	195	62	—	—	—	—
	$82,571	$70,096	$81,964	$87,444	$89,685	$98,885	—	—	—	—
45–49	1,051	177	167	143	192	286	85	1	—	—
	$88,561	$68,278	$77,053	$87,656	$93,700	$100,060	$103,586	$177,365	—	—
50–54	913	121	119	104	107	221	210	30	1	—
	$90,773	$67,186	$72,491	$83,149	$90,276	$95,298	$111,014	$111,738	$86,483	—
55–59	624	86	93	79	70	120	121	49	6	—
	$88,217	$66,552	$80,242	$76,987	$91,545	$91,529	$101,918	$113,159	$85,163	—
60–64	345	53	71	50	41	52	50	19	8	1
	$79,014	$66,501	$68,205	$84,826	$81,995	$85,611	$87,457	$82,045	$105,807	$59,745
65–69	107	10	32	26	6	10	15	4	4	—
	$83,794	$79,331	$76,766	$86,901	$95,684	$78,731	$85,545	$91,309	$111,719	—
70 and over	35	3	6	7	6	1	8	—	3	1
	$79,476	$114,235	$67,363	$68,060	$107,626	$117,409	$63,196	—	$64,770	$95,320
Total	**7,941**	**3,124**	**1,852**	**953**	**643**	**753**	**489**	**103**	**22**	**2**
	$78,848	**$64,331**	**$79,641**	**$87,325**	**$90,800**	**$95,896**	**$103,500**	**$106,780**	**$94,778**	**$77,533**

General Tier 1

Active Counts and Average Projected Compensation by Age and Years of Service as of June 30, 2025

Age	Total	0–4 Years	5–9 Years	10–14 Years	15–19 Years	20–24 Years	25–29 Years	30–34 Years	35–39 Years	40 Years and Over
Under 25	—	—	—	—	—	—	—	—	—	—
	—	—	—	—	—	—	—	—	—	—
25–29	—	—	—	—	—	—	—	—	—	—
	—	—	—	—	—	—	—	—	—	—
30–34	—	—	—	—	—	—	—	—	—	—
	—	—	—	—	—	—	—	—	—	—
35–39	20	—	—	6	13	1	—	—	—	—
	$84,661	—	—	$79,761	$88,748	$60,917	—	—	—	—
40–44	145	3	3	13	84	42	—	—	—	—
	$86,201	$70,557	$98,239	$85,403	$85,654	$87,798	—	—	—	—
45–49	405	1	4	11	108	215	65	1	—	—
	$92,127	$62,164	$78,467	$103,238	$93,328	$91,282	$91,037	$177,365	—	—
50–54	457	1	1	11	67	187	168	21	1	—
	$94,709	$119,227	$46,670	$105,522	$89,132	$89,574	$102,381	$92,703	$86,483	—
55–59	315	2	1	6	37	106	113	45	5	—
	$96,496	$51,444	$63,402	$72,856	$97,147	$88,866	$100,653	$112,459	$68,795	—
60–64	147	—	2	1	19	50	48	18	8	1
	$86,365	—	$48,216	$67,687	$87,782	$86,816	$86,837	$80,470	$105,807	$59,745
65–69	40	—	1	2	6	8	15	4	4	—
	$87,005	—	$44,587	$90,459	$95,684	$73,165	$85,545	$91,309	$111,719	—
70 and over	19	—	1	1	4	1	8	—	3	1
	$71,847	—	$50,857	$50,182	$87,861	$117,409	$63,196	—	$64,770	$95,320
Total	**1,548**	**7**	**13**	**51**	**338**	**610**	**417**	**89**	**21**	**2**
	$92,198	**$70,850**	**$70,041**	**$90,610**	**$90,496**	**$89,488**	**$96,998**	**$101,107**	**$91,338**	**$77,533**

General Tier 2

Active Counts and Average Projected Compensation by Age and Years of Service as of June 30, 2025

Age	Total	0–4 Years	5–9 Years	10–14 Years	15–19 Years	20–24 Years	25–29 Years	30–34 Years	35–39 Years	40 Years and Over
Under 25	—	—	—	—	—	—	—	—	—	—
	—	—	—	—	—	—	—	—	—	—
25–29	—	—	—	—	—	—	—	—	—	—
	—	—	—	—	—	—	—	—	—	—
30–34	—	—	—	—	—	—	—	—	—	—
	—	—	—	—	—	—	—	—	—	—
35–39	10	1	—	7	2	—	—	—	—	—
	$115,616	$149,587	—	$111,298	$113,746	—	—	—	—	—
40–44	15	1	—	8	6	—	—	—	—	—
	$113,016	$199,090	—	$91,499	$127,359	—	—	—	—	—
45–49	16	—	—	4	12	—	—	—	—	—
	$108,143	—	—	$97,162	$111,803	—	—	—	—	—
50–54	12	—	—	3	7	1	1	—	—	—
	$94,978	—	—	$94,455	$90,960	$120,024	$99,632	—	—	—
55–59	6	—	—	—	6	—	—	—	—	—
	$105,893	—	—	—	$105,893	—	—	—	—	—
60–64	8	—	1	2	5	—	—	—	—	—
	$83,220	—	$56,522	$113,065	$76,621	—	—	—	—	—
65–69	1	—	—	1	—	—	—	—	—	—
	$149,486	—	—	$149,486	—	—	—	—	—	—
70 and over	2	—	—	—	2	—	—	—	—	—
	$147,155	—	—	—	$147,155	—	—	—	—	—
Total	**70**	**2**	**1**	**25**	**40**	**1**	**1**	**—**	**—**	**—**
	$106,662	**$174,339**	**$56,522**	**$102,348**	**$107,069**	**$120,024**	**$99,632**	**—**	**—**	**—**

General Tier 3

Active Counts and Average Projected Compensation by Age and Years of Service as of June 30, 2025

Age	Total	0–4 Years	5–9 Years	10–14 Years	15–19 Years	20–24 Years	25–29 Years	30–34 Years	35–39 Years	40 Years and Over
Under 25	—	—	—	—	—	—	—	—	—	—
	—	—	—	—	—	—	—	—	—	—
25–29	—	—	—	—	—	—	—	—	—	—
	—	—	—	—	—	—	—	—	—	—
30–34	2	1	—	1	—	—	—	—	—	—
	$62,139	$50,135	—	$74,142	—	—	—	—	—	—
35–39	38	—	3	26	9	—	—	—	—	—
	$82,180	—	$75,887	$86,097	$72,961	—	—	—	—	—
40–44	127	—	2	51	73	1	—	—	—	—
	$77,226	—	$45,553	$79,777	$76,440	$67,831	—	—	—	—
45–49	88	—	1	29	53	4	1	—	—	—
	$79,541	—	$54,936	$76,790	$82,211	$73,100	$68,157	—	—	—
50–54	51	—	—	21	26	4	—	—	—	—
	$82,012	—	—	$76,443	$87,420	$76,095	—	—	—	—
55–59	46	—	1	18	23	2	1	1	—	—
	$77,562	—	$114,378	$80,772	$74,443	$71,824	$54,558	$89,209	—	—
60–64	29	—	—	12	15	2	—	—	—	—
	$74,073	—	—	$83,021	$69,392	$55,495	—	—	—	—
65–69	6	—	—	5	—	1	—	—	—	—
	$86,896	—	—	$94,984	—	$46,457	—	—	—	—
70 and over	1	—	—	1	—	—	—	—	—	—
	$70,930	—	—	$70,930	—	—	—	—	—	—
Total	**388**	**1**	**7**	**164**	**199**	**14**	**2**	**1**	**—**	**—**
	$78,725	**$50,135**	**$69,726**	**$80,546**	**$78,492**	**$68,979**	**$61,358**	**$89,209**	**—**	**—**

General Tier 4

Active Counts and Average Projected Compensation by Age and Years of Service as of June 30, 2025

Age	Total	0–4 Years	5–9 Years	10–14 Years	15–19 Years	20–24 Years	25–29 Years	30–34 Years	35–39 Years	40 Years and Over
Under 25	—	—	—	—	—	—	—	—	—	—
	—	—	—	—	—	—	—	—	—	—
25–29	—	—	—	—	—	—	—	—	—	—
	—	—	—	—	—	—	—	—	—	—
30–34	2	—	—	2	—	—	—	—	—	—
	$72,887	—	—	$72,887	—	—	—	—	—	—
35–39	32	2	5	24	1	—	—	—	—	—
	$102,354	$87,648	$113,255	$102,853	$65,277	—	—	—	—	—
40–44	50	7	8	32	3	—	—	—	—	—
	$88,829	$92,914	$72,450	$89,314	$117,801	—	—	—	—	—
45–49	41	12	8	17	3	1	—	—	—	—
	$96,848	$91,276	$97,811	$97,305	$117,164	$87,287	—	—	—	—
50–54	27	7	7	13	—	—	—	—	—	—
	$81,732	$75,195	$83,372	$84,369	—	—	—	—	—	—
55–59	25	7	6	12	—	—	—	—	—	—
	$66,612	$51,942	$75,973	$70,489	—	—	—	—	—	—
60–64	15	2	7	6	—	—	—	—	—	—
	$67,999	$49,358	$77,109	$63,585	—	—	—	—	—	—
65–69	7	—	2	5	—	—	—	—	—	—
	$96,778	—	$165,017	$69,482	—	—	—	—	—	—
70 and over	—	—	—	—	—	—	—	—	—	—
	—	—	—	—	—	—	—	—	—	—
Total	**199**	**37**	**43**	**111**	**7**	**1**	**—**	**—**	**—**	**—**
	$87,451	**$78,640**	**$89,247**	**$88,271**	**$110,024**	**$87,287**	**—**	**—**	**—**	**—**

General Tier 5

Active Counts and Average Projected Compensation by Age and Years of Service as of June 30, 2025

Age	Total	0–4 Years	5–9 Years	10–14 Years	15–19 Years	20–24 Years	25–29 Years	30–34 Years	35–39 Years	40 Years and Over
Under 25	220	220	—	—	—	—	—	—	—	—
	$52,181	$52,181	—	—	—	—	—	—	—	—
25–29	888	821	67	—	—	—	—	—	—	—
	$59,735	$58,892	$70,071	—	—	—	—	—	—	—
30–34	1,099	655	408	36	—	—	—	—	—	—
	$67,758	$62,470	$75,035	$81,510	—	—	—	—	—	—
35–39	907	418	352	137	—	—	—	—	—	—
	$73,111	$64,309	$78,249	$86,771	—	—	—	—	—	—
40–44	605	246	243	115	1	—	—	—	—	—
	$75,106	$66,651	$79,396	$84,336	$50,829	—	—	—	—	—
45–49	373	159	145	67	—	2	—	—	—	—
	$71,875	$65,417	$75,011	$80,629	—	$64,657	—	—	—	—
50–54	265	108	107	49	—	1	—	—	—	—
	$69,165	$64,909	$70,532	$75,594	—	$67,622	—	—	—	—
55–59	200	75	83	41	1	—	—	—	—	—
	$74,594	$67,509	$79,520	$76,540	$117,409	—	—	—	—	—
60–64	137	51	59	27	—	—	—	—	—	—
	$70,423	$67,173	$66,055	$86,109	—	—	—	—	—	—
65–69	50	10	28	12	—	—	—	—	—	—
	$75,351	$79,331	$70,007	$84,505	—	—	—	—	—	—
70 and over	12	3	5	4	—	—	—	—	—	—
	$79,306	$114,235	$70,663	$63,913	—	—	—	—	—	—
Total	**4,756**	**2,766**	**1,497**	**488**	**2**	**3**	**—**	**—**	**—**	**—**
	$68,370	**$61,844**	**$75,738**	**$82,704**	**$84,119**	**$65,645**	**—**	**—**	**—**	**—**

Safety Tier 1

Active Counts and Average Projected Compensation by Age and Years of Service as of June 30, 2025

Age	Total	0–4 Years	5–9 Years	10–14 Years	15–19 Years	20–24 Years	25–29 Years	30–34 Years	35–39 Years	40 Years and Over
Under 25	—	—	—	—	—	—	—	—	—	—
	—	—	—	—	—	—	—	—	—	—
25–29	—	—	—	—	—	—	—	—	—	—
	—	—	—	—	—	—	—	—	—	—
30–34	—	—	—	—	—	—	—	—	—	—
	—	—	—	—	—	—	—	—	—	—
35–39	—	—	—	—	—	—	—	—	—	—
	—	—	—	—	—	—	—	—	—	—
40–44	35	—	—	—	17	18	—	—	—	—
	$119,314	—	—	—	$113,965	$124,365	—	—	—	—
45–49	95	—	—	1	12	63	19	—	—	—
	$133,313	—	—	$127,827	$115,185	$132,308	$148,383	—	—	—
50–54	87	1	1	1	6	28	41	9	—	—
	$140,749	$120,429	$83,180	$123,756	$113,430	$136,377	$146,665	$156,152	—	—
55–59	26	—	—	—	3	12	7	3	1	—
	$124,399	—	—	—	$116,263	$118,337	$129,094	$131,629	$166,999	—
60–64	4	—	—	—	1	—	2	1	—	—
	$117,561	—	—	—	$155,211	—	$102,320	$110,391	—	—
65–69	1	—	—	—	—	1	—	—	—	—
	$155,529	—	—	—	—	$155,529	—	—	—	—
70 and over	—	—	—	—	—	—	—	—	—	—
	—	—	—	—	—	—	—	—	—	—
Total	**248**	**1**	**1**	**2**	**39**	**122**	**69**	**13**	**1**	**—**
	$132,847	**$120,429**	**$83,180**	**$125,792**	**$115,492**	**$130,886**	**$144,070**	**$146,973**	**$166,999**	**—**

Safety Tier 2

Active Counts and Average Projected Compensation by Age and Years of Service as of June 30, 2025

Age	Total	0–4 Years	5–9 Years	10–14 Years	15–19 Years	20–24 Years	25–29 Years	30–34 Years	35–39 Years	40 Years and Over
Under 25	—	—	—	—	—	—	—	—	—	—
	—	—	—	—	—	—	—	—	—	—
25–29	—	—	—	—	—	—	—	—	—	—
	—	—	—	—	—	—	—	—	—	—
30–34	—	—	—	—	—	—	—	—	—	—
	—	—	—	—	—	—	—	—	—	—
35–39	7	—	—	6	1	—	—	—	—	—
	$125,934	—	—	$121,467	$152,734	—	—	—	—	—
40–44	16	—	—	4	11	1	—	—	—	—
	$136,754	—	—	$110,837	$146,165	$136,901	—	—	—	—
45–49	10	—	—	5	4	1	—	—	—	—
	$121,580	—	—	$118,069	$119,626	$146,958	—	—	—	—
50–54	1	—	—	—	1	—	—	—	—	—
	$97,448	—	—	—	$97,448	—	—	—	—	—
55–59	—	—	—	—	—	—	—	—	—	—
	—	—	—	—	—	—	—	—	—	—
60–64	1	—	—	—	1	—	—	—	—	—
	$114,727	—	—	—	$114,727	—	—	—	—	—
65–69	1	—	—	1	—	—	—	—	—	—
	$92,641	—	—	$92,641	—	—	—	—	—	—
70 and over	—	—	—	—	—	—	—	—	—	—
	—	—	—	—	—	—	—	—	—	—
Total	**36**	**—**	**—**	**16**	**18**	**2**	**—**	**—**	**—**	**—**
	$127,506	**—**	**—**	**$115,946**	**$136,179**	**$141,930**	**—**	**—**	**—**	**—**

Safety Tier 4

Active Counts and Average Projected Compensation by Age and Years of Service as of June 30, 2025

Age	Total	0–4 Years	5–9 Years	10–14 Years	15–19 Years	20–24 Years	25–29 Years	30–34 Years	35–39 Years	40 Years and Over
Under 25	—	—	—	—	—	—	—	—	—	—
	—	—	—	—	—	—	—	—	—	—
25–29	—	—	—	—	—	—	—	—	—	—
	—	—	—	—	—	—	—	—	—	—
30–34	2	1	—	1	—	—	—	—	—	—
	$112,731	$91,146	—	$134,315	—	—	—	—	—	—
35–39	17	1	1	15	—	—	—	—	—	—
	$119,232	$137,750	$112,675	$118,435	—	—	—	—	—	—
40–44	24	6	5	13	—	—	—	—	—	—
	$124,532	$128,874	$139,229	$116,874	—	—	—	—	—	—
45–49	6	1	—	5	—	—	—	—	—	—
	$121,881	$140,820	—	$118,093	—	—	—	—	—	—
50–54	4	2	1	1	—	—	—	—	—	—
	$111,945	$101,034	$141,685	$104,027	—	—	—	—	—	—
55–59	2	—	—	2	—	—	—	—	—	—
	$103,463	—	—	$103,463	—	—	—	—	—	—
60–64	1	—	—	1	—	—	—	—	—	—
	$145,127	—	—	$145,127	—	—	—	—	—	—
65–69	—	—	—	—	—	—	—	—	—	—
	—	—	—	—	—	—	—	—	—	—
70 and over	—	—	—	—	—	—	—	—	—	—
	—	—	—	—	—	—	—	—	—	—
Total	**56**	**11**	**7**	**38**	**—**	**—**	**—**	**—**	**—**	**—**
	$120,934	**$122,275**	**$135,786**	**$117,809**	**—**	**—**	**—**	**—**	**—**	**—**

Safety Tier 5

Active Counts and Average Projected Compensation by Age and Years of Service as of June 30, 2025

Age	Total	0–4 Years	5–9 Years	10–14 Years	15–19 Years	20–24 Years	25–29 Years	30–34 Years	35–39 Years	40 Years and Over
Under 25	55	55	—	—	—	—	—	—	—	—
	$79,369	$79,369	—	—	—	—	—	—	—	—
25–29	149	115	34	—	—	—	—	—	—	—
	$85,682	$81,915	$98,424	—	—	—	—	—	—	—
30–34	216	81	128	7	—	—	—	—	—	—
	$92,353	$82,857	$97,839	$101,938	—	—	—	—	—	—
35–39	130	28	74	28	—	—	—	—	—	—
	$96,694	$84,430	$98,280	$104,765	—	—	—	—	—	—
40–44	55	12	31	12	—	—	—	—	—	—
	$96,009	$87,154	$96,088	$104,662	—	—	—	—	—	—
45–49	17	4	9	4	—	—	—	—	—	—
	$96,722	$96,376	$93,340	$104,681	—	—	—	—	—	—
50–54	9	2	2	5	—	—	—	—	—	—
	$105,013	$75,627	$112,210	$113,889	—	—	—	—	—	—
55–59	4	2	2	—	—	—	—	—	—	—
	$105,649	$96,928	$114,371	—	—	—	—	—	—	—
60–64	3	—	2	1	—	—	—	—	—	—
	$117,420	—	$126,301	$99,657	—	—	—	—	—	—
65–69	1	—	1	—	—	—	—	—	—	—
	$121,703	—	$121,703	—	—	—	—	—	—	—
70 and over	1	—	—	1	—	—	—	—	—	—
	$99,657	—	—	$99,657	—	—	—	—	—	—
Total	**640**	**299**	**283**	**58**	**—**	**—**	**—**	**—**	**—**	**—**
	$91,432	**$82,399**	**$98,194**	**$105,007**	**—**	**—**	**—**	**—**	**—**	**—**

Exhibit C: Reconciliation of member data

Line Description	Active Members	Inactive Members[1]	Retired Members	Disabled Members	Beneficiaries	Total
Number as of June 30, 2024	7,910	5,404	6,807	420	1,263	21,804
New members	622	96	N/A	N/A	N/A	718
Terminations with vested rights	(337)	337	N/A	N/A	N/A	0
Contribution refunds	(96)	(141)	N/A	N/A	N/A	(237)
Retirements	(182)	(99)	281	N/A	N/A	0
New disabilities	(11)	(7)	(4)	22	N/A	0
Return to work	45	(45)	0	0	N/A	0
Died with or without beneficiary	(9)	(19)	(187)	(10)	45[2]	(180)
Data adjustments	(1)	0	1	0	0	0
Number as of June 30, 2025	**7,941**	**5,526**	**6,898**	**432**	**1,308**	**22,105**

[1] Includes inactive members with member contributions on deposit with less than five years of service.
[2] This is the net increase of beneficiaries after subtracting the number of beneficiaries who died during the year.

Exhibit D: Summary of income and expenses on a market value basis

Statement of Income and Expenses for Years Ended June 30

Line Description	2025	2024
Contribution income		
• Employer contributions	$284,542,639	$243,867,899
• Member contributions	55,646,660	50,472,985
• Less administrative fees	(7,770,713)	(7,049,280)
– **Net contribution income**	**$332,418,586**	**$287,291,604**
Investment income		
• Investment, dividends and other income	$801,228,189	$652,620,914
• Less investment fees	(28,444,077)	(27,924,951)
– **Net investment income**	**$772,784,112**	**$624,695,963**
Total income available for benefits	**$1,105,202,699**	**$911,987,567**
Less benefit payments		
• Refund of contributions	$(3,391,689)	$(3,823,429)
• Service retirement and disability benefits	(364,893,778)	(349,022,029)
• Death benefits	(1,858,939)	(1,900,273)
• Health benefit subsidies	(5,477,303)	(5,413,878)
– **Net benefit payments**	**$(375,621,709)**	**$(360,159,608)**
Change in market value of assets	**$729,580,989**	**$551,827,959**
Net assets at market value at the beginning of the year	**$6,650,853,408**	**$6,099,025,449**
Net assets at market value at the end of the year	**$7,380,434,397**	**$6,650,853,408**

Note: Results may not add due to rounding.

Exhibit E: Summary statement of plan assets

Statement of Plan Assets as of June 30

Line Description	2025	2024
Cash equivalents	$339,556,001	$240,297,730
Prepaid expenses	$206,627	$85,199
Accounts receivable		
• Investment trades	$228,306,380	$62,117,439
• Accrued interest and dividends	23,425,635	20,378,766
• Contributions and others	13,675,451	12,022,176
• Securities lending	66,723	49,058
– **Total accounts receivable**	**$265,474,189**	**$94,567,439**
Investments		
• Equities	$3,088,504,965	$2,908,044,879
• Fixed income	1,924,258,563	1,499,342,551
• Real assets	105,541,812	135,121,839
• Securities lending collateral	156,731,016	138,251,974
• Capital assets	9,817,871	10,718,165
• Private markets and derivatives	2,058,031,952	1,890,870,270
– **Total investments at market value**	**$7,342,886,179**	**$6,582,349,678**
Total assets	**$7,948,122,996**	**$6,917,300,047**
Accounts payable		
• Investment trades	$(407,943,194)	$(125,448,459)
• Cash collateral payable for securities lending	(156,731,016)	(138,251,974)
• Securities lending bank and broker fees	(15,330)	(11,271)
• Others	(2,999,059)	(2,734,935)
– **Total accounts payable**	**$(567,688,599)**	**$(266,446,639)**
Net assets at market value	**$7,380,434,397**	**$6,650,853,408**
Net assets at actuarial value	**$7,092,472,660**	**$6,660,013,352**
Net assets at valuation value	**$7,092,472,660**	**$6,660,013,352**

Note: Results may not add due to rounding.

Exhibit F: Summary of reported reserve information

Reserve Information Year Ended June 30

Line Description	2025	2024
Used in development of valuation value of assets		
Regular valuation reserves		
• Members' accumulated contributions	$479,400,205	$445,402,677
• Current service reserve	2,313,124,774	2,132,098,028
• Annuity pension reserve	326,084,919	311,774,638
• Current service pension reserve	1,928,558,681	1,857,460,920
• Cost of living reserve	2,218,998,590	2,094,563,238
– **Subtotal**	**$7,266,167,169**	**$6,841,299,500**
Settlement reserves (Section 6)		
• Supplemental annuity reserve	$995,374,296	$955,100,952
• Members' accumulated contributions	48,982,242	49,019,118
• Current service reserve	591,313,324	529,955,749
• Annuity pension reserve	0	0
– **Subtotal**	**$1,635,669,862**	**$1,534,075,819**
• Settlement reseves (Section 8)	$139,968,923	$134,743,511
• Retiree health benefit reserve (Section 9)	3,814,265	8,799,060
• Contra tracking account	(1,953,147,559)	(1,858,904,539)
Subtotal valuation value of assets	**$7,092,472,660**	**$6,660,013,352**
Not used in development of valuation value of assets		
• Supplemental COLA	$0	$0
• Retiree health benefit reserve (BOR)	0	0
• Contingency reserve	0	0
• Board contingency reserve/undistributed earnings ("available earnings")	0	0
– **Subtotal**	**$0**	**$0**
Subtotal actuarial value of assets	**$7,092,472,660**	**$6,660,013,352**
• Market stabilization reserve	$287,961,737	$(9,159,944)
Total market value assets	**$7,380,434,397**	**$6,650,853,408**

Note: Results may not add due to rounding.

Exhibit G: Development of the Plan through June 30, 2025

Year Ended June 30	Employer Contributions	Member Contributions	Administrative Expenses	Net Investment Return	Benefit Payments	Market Value of Assets at Year-End	Valuation Value of Assets at Year-End	Valuation Value as a Percent of Market Value
2016	$191,529,239	$35,211,756	$4,814,003	$(4,319,055)	$240,231,354	$4,009,495,932	$4,278,001,313	106.70%
2017	198,472,119	36,259,132	4,762,253	417,603,730	249,846,894	4,407,221,766	4,529,508,479	102.77%
2018	210,534,894	38,467,001	5,676,721	312,556,013	263,231,547	4,699,871,406	4,802,958,346	102.19%
2019	225,491,692	40,463,120	5,980,558	254,693,657	280,032,239	4,934,507,078	4,971,225,226	100.74%
2020	247,474,194	41,761,381	6,422,137	12,966,491	294,992,402	4,935,294,606	5,226,009,456	105.89%
2021	273,973,459	41,620,768	6,073,739	1,348,533,275	310,426,704	6,282,921,666	5,710,378,648	90.89%
2022	251,733,095	42,037,901	6,460,332	(621,985,430)	324,847,608	5,623,399,292	6,134,136,015	109.08%
2023	242,221,282	47,116,556	6,411,999	537,385,003	344,684,685	6,099,025,449	6,331,111,759	103.81%
2024	243,867,899	50,472,985	7,049,280	624,695,963	360,159,608	6,650,853,408	6,660,013,352	100.14%
2025	284,542,639	55,646,660	7,770,713	772,784,112	375,621,709	7,380,434,397	7,092,472,660	96.10%

Note: Results may not add due to rounding.

Exhibit H: Table of amortization bases

Total Plan
($ in '000s)

Base Type	Date Established: June 30	Initial Amount	Initial Period	Outstanding Balance	Years Remaining	Annual Payment
Restart Amortization[1]	2003	N/A[2]	30	$189,963	8	$27,535
Plan Provision Change	2006	$333	30	319	11	35
Actuarial Loss	2010	52,950	15	0	0	0[3]
Assumption Change	2010	269,946	15	0	0	0[4]
Actuarial Loss	2011	29,527	15	3,968	1	4,106
Actuarial Gain	2012	(62,323)	15	(15,829)	2	(8,326)
Actuarial Gain	2013	(96,549)	15	(34,760)	3	(12,391)
Assumption Change	2013	252,161	15	90,784	3	32,362
Actuarial Gain	2014	(65,995)	15	(30,041)	4	(8,164)
Actuarial Gain	2015	(23,584)	15	(12,726)	5	(2,812)
Actuarial Loss	2016	25,694	15	15,780	6	2,953
Assumption Change	2016	233,706	15	143,531	6	26,864
Actuarial Gain	2017	(9,579)	15	(6,526)	7	(1,064)
Actuarial Loss	2018	56,739	15	42,005	8	6,089
Actuarial Loss	2019	174,597	15	138,285	9	18,104
Assumption Change	2019	(58,467)	15	(46,307)	9	(6,062)
Actuarial Loss	2020	105,807	15	88,682	10	10,615
Actuarial Gain	2021	(239,609)	15	(210,418)	11	(23,261)

[1] The outstanding balance includes the full Section 8 UAAL and Section 9 UAAL.
[2] The initial amounts are only available for periods based on prior audit and valuation results reviewed or prepared by Segal.
[3] The final payment to fully amortize the layer established as of the June 30, 2010 valuation was $7.4 million as shown in the June 30, 2024 valuation.
[4] The final payment to fully amortize the layer established as of the June 30, 2010 valuation was $37.9 million as shown in the June 30, 2024 valuation.

Section 3: Supplemental Information

Base Type	Date Established: June 30	Initial Amount	Initial Period	Outstanding Balance	Years Remaining	Annual Payment
Assumption Change	2021	$198,332	15	$174,170	11	$19,254
Actuarial Gain	2022	(27,957)	15	(25,600)	12	(2,635)
Assumption Change[1]	2022	(13,285)	15	(12,165)	12	(1,252)
Actuarial Loss	2023	301,108	15	285,518	13	27,553
Assumption Change	2023	124,687	15	118,231	13	11,410
Actuarial Loss	2024	89,475	15	87,347	14	7,949
Actuarial Loss	2025	17,314[2]	15	17,314	15	1,493
Assumption Change	2025	(99,285)[2]	15	(99,285)	15	(8,564)
Total				**$902,242**		**$121,791**

Note: Results may not add due to rounding.

[1] Includes a refinement to the application of the entry age actuarial cost method.
[2] These amounts together with the $1.4 million gain as referenced in footnote 1 on the prior page for the change in the Section 8 and 9 UAAL in the June 30, 2025 valuation equals to $83.4 million gain, which is the total UAAL changes as shown on page 31.

General — Regular Benefits

($ in '000s)

Base Type	Date Established: June 30	Initial Amount	Initial Period	Outstanding Balance	Years Remaining	Annual Payment
Restart Amortization	2003	N/A[1]	30	$44,427	8	$6,440
Plan Provision Change	2006	$333	30	319	11	35
Actuarial Loss	2010	40,450	15	0	0	0[2]
Assumption Change	2010	180,478	15	0	0	0[3]
Actuarial Loss	2011	33,655	15	4,523	1	4,680
Actuarial Gain	2012	(37,654)	15	(9,563)	2	(5,030)
Actuarial Gain	2013	(55,329)	15	(19,920)	3	(7,101)
Assumption Change	2013	152,395	15	54,866	3	19,558
Actuarial Gain	2014	(35,958)	15	(16,368)	4	(4,448)
Actuarial Loss	2015	1,049	15	566	5	125
Actuarial Loss	2016	26,665	15	16,376	6	3,065
Assumption Change	2016	146,934	15	90,240	6	16,889
Actuarial Gain	2017	(1,696)	15	(1,155)	7	(188)
Actuarial Loss	2018	40,262	15	29,807	8	4,321
Actuarial Loss	2019	125,047	15	99,041	9	12,966
Assumption Change	2019	(55,256)	15	(43,764)	9	(5,729)
Actuarial Loss	2020	22,015	15	18,451	10	2,209
Actuarial Gain	2021	(149,708)	15	(131,470)	11	(14,533)
Assumption Change	2021	124,158	15	109,032	11	12,053
Actuarial Gain	2022	(3,867)	15	(3,541)	12	(364)

[1] The initial amounts are only available for periods based on prior audit and valuation results reviewed or prepared by Segal.
[2] The final payment to fully amortize the layer established as of the June 30, 2010 valuation was $5.7 million as shown in the June 30, 2024 valuation.
[3] The final payment to fully amortize the layer established as of the June 30, 2010 valuation was $25.4 million as shown in the June 30, 2024 valuation.

Section 3: Supplemental Information

Base Type	Date Established: June 30	Initial Amount	Initial Period	Outstanding Balance	Years Remaining	Annual Payment
Assumption Change[1]	2022	$(85)	15	$(78)	12	$(8)
Actuarial Loss	2023	197,132	15	186,925	13	18,039
Assumption Change	2023	74,038	15	70,205	13	6,775
Actuarial Loss	2024	72,648	15	70,920	14	6,454
Actuarial Loss	2025	33,781	15	33,781	15	2,914
Assumption Change	2025	(70,774)	15	(70,774)	15	(6,104)
Subtotal				**$532,846**		**$73,015**

Note: Results may not add due to rounding.

[1] Includes a refinement to the application of the entry age actuarial cost method.

Section 3: Supplemental Information

General — Settlement Benefits

($ in '000s)

Base Type	Date Established: June 30	Initial Amount	Initial Period	Outstanding Balance	Years Remaining	Annual Payment
Restart Amortization[1]	2003	N/A[2]	30	$111,283	8	$16,131
Actuarial Loss	2010	$4,210	15	0	0	0[3]
Assumption Change	2010	38,322	15	0	0	0[4]
Actuarial Loss	2011	209	15	28	1	29
Actuarial Gain	2012	(18,843)	15	(4,786)	2	(2,517)
Actuarial Gain	2013	(20,059)	15	(7,222)	3	(2,574)
Assumption Change	2013	41,809	15	15,052	3	5,366
Actuarial Gain	2014	(16,375)	15	(7,454)	4	(2,026)
Actuarial Gain	2015	(16,850)	15	(9,092)	5	(2,009)
Actuarial Gain	2016	(2,624)	15	(1,611)	6	(302)
Assumption Change	2016	25,697	15	15,782	6	2,954
Actuarial Gain	2017	(8,885)	15	(6,054)	7	(987)
Actuarial Gain	2018	(305)	15	(226)	8	(33)
Actuarial Loss	2019	15,863	15	12,564	9	1,645
Assumption Change	2019	13,222	15	10,472	9	1,371
Actuarial Loss	2020	64,705	15	54,232	10	6,492
Actuarial Gain	2021	(38,062)	15	(33,425)	11	(3,695)
Assumption Change	2021	29,732	15	26,110	11	2,886
Actuarial Gain	2022	(7,640)	15	(6,996)	12	(720)
Assumption Change[5]	2022	3,886	15	3,558	12	366

[1] The outstanding balance includes the full General Section 8 UAAL and General Section 9 UAAL.
[2] The initial amounts are only available for periods based on prior audit and valuation results reviewed or prepared by Segal.
[3] The final payment to fully amortize the layer established as of the June 30, 2010 valuation was $0.6 million as shown in the June 30, 2024 valuation.
[4] The final payment to fully amortize the layer established as of the June 30, 2010 valuation was $5.4 million as shown in the June 30, 2024 valuation.
[5] Includes a refinement to the application of the entry age actuarial cost method.

Section 3: Supplemental Information

Base Type	Date Established: June 30	Initial Amount	Initial Period	Outstanding Balance	Years Remaining	Annual Payment
Actuarial Loss	2023	$29,032	15	$27,529	13	$2,657
Assumption Change	2023	19,959	15	18,926	13	1,826
Actuarial Gain	2024	(6,635)	15	(6,478)	14	(589)
Actuarial Gain	2025	(13,889)	15	(13,889)	15	(1,198)
Assumption Change	2025	(16,507)	15	(16,507)	15	(1,424)
Subtotal				**$181,797**		**$23,648**

Note: Results may not add due to rounding.

Section 3: Supplemental Information

Safety — Regular Benefits

($ in '000s)

Base Type	Date Established: June 30	Initial Amount	Initial Period	Outstanding Balance	Years Remaining	Annual Payment
Restart Amortization	2003	N/A[1]	30	$15,199	8	$2,203
Actuarial Loss	2010	$7,016	15	0	0	0[2]
Assumption Change	2010	44,211	15	0	0	0[3]
Actuarial Gain	2011	(3,902)	15	(524)	1	(543)
Actuarial Gain	2012	(4,728)	15	(1,201)	2	(632)
Actuarial Gain	2013	(17,551)	15	(6,319)	3	(2,252)
Assumption Change	2013	47,490	15	17,098	3	6,095
Actuarial Gain	2014	(11,046)	15	(5,028)	4	(1,366)
Actuarial Gain	2015	(375)	15	(203)	5	(45)
Actuarial Gain	2016	(3,838)	15	(2,357)	6	(441)
Assumption Change	2016	51,927	15	31,891	6	5,969
Actuarial Loss	2017	1,282	15	874	7	142
Actuarial Loss	2018	15,872	15	11,750	8	1,703
Actuarial Loss	2019	29,593	15	23,438	9	3,068
Assumption Change	2019	(23,103)	15	(18,298)	9	(2,395)
Actuarial Loss	2020	9,250	15	7,753	10	928
Actuarial Gain	2021	(44,655)	15	(39,215)	11	(4,335)
Assumption Change	2021	37,092	15	32,573	11	3,601
Actuarial Gain	2022	(12,672)	15	(11,604)	12	(1,194)
Assumption Change[4]	2022	(13,608)	15	(12,460)	12	(1,283)

[1] The initial amounts are only available for periods based on prior audit and valuation results reviewed or prepared by Segal.
[2] The final payment to fully amortize the layer established as of the June 30, 2010 valuation was $1.0 million as shown in the June 30, 2024 valuation.
[3] The final payment to fully amortize the layer established as of the June 30, 2010 valuation was $6.2 million as shown in the June 30, 2024 valuation.
[4] Includes a refinement to the application of the entry age actuarial cost method.

Section 3: Supplemental Information

Base Type	Date Established: June 30	Initial Amount	Initial Period	Outstanding Balance	Years Remaining	Annual Payment
Actuarial Loss	2023	$63,238	15	$59,964	13	$5,787
Assumption Change	2023	24,994	15	23,700	13	2,287
Actuarial Loss	2024	21,978	15	21,456	14	1,953
Actuarial Gain	2025	(72)	15	(72)	15	(6)
Assumption Change	2025	(4,958)	15	(4,958)	15	(428)
Subtotal				**$143,457**		**$18,816**

Note: Results may not add due to rounding.

Section 3: Supplemental Information

Safety — Settlement Benefits

($ in '000s)

Base Type	Date Established: June 30	Initial Amount	Initial Period	Outstanding Balance	Years Remaining	Annual Payment
Restart Amortization[1]	2003	N/A[2]	30	$19,053	8	$2,762
Actuarial Loss	2010	$1,273	15	0	0	0[3]
Assumption Change	2010	6,935	15	0	0	0[4]
Actuarial Gain	2011	(434)	15	(58)	1	(60)
Actuarial Gain	2012	(1,098)	15	(279)	2	(147)
Actuarial Gain	2013	(3,609)	15	(1,299)	3	(463)
Assumption Change	2013	10,467	15	3,768	3	1,343
Actuarial Gain	2014	(2,617)	15	(1,191)	4	(324)
Actuarial Gain	2015	(7,408)	15	(3,997)	5	(883)
Actuarial Loss	2016	5,491	15	3,372	6	631
Assumption Change	2016	9,148	15	5,618	6	1,052
Actuarial Gain	2017	(278)	15	(190)	7	(31)
Actuarial Loss	2018	910	15	674	8	98
Actuarial Loss	2019	4,094	15	3,242	9	424
Assumption Change	2019	6,670	15	5,283	9	692
Actuarial Loss	2020	9,837	15	8,245	10	987
Actuarial Gain	2021	(7,183)	15	(6,308)	11	(697)
Assumption Change	2021	7,350	15	6,455	11	714
Actuarial Gain	2022	(3,777)	15	(3,459)	12	(356)
Assumption Change[5]	2022	(3,478)	15	(3,185)	12	(328)

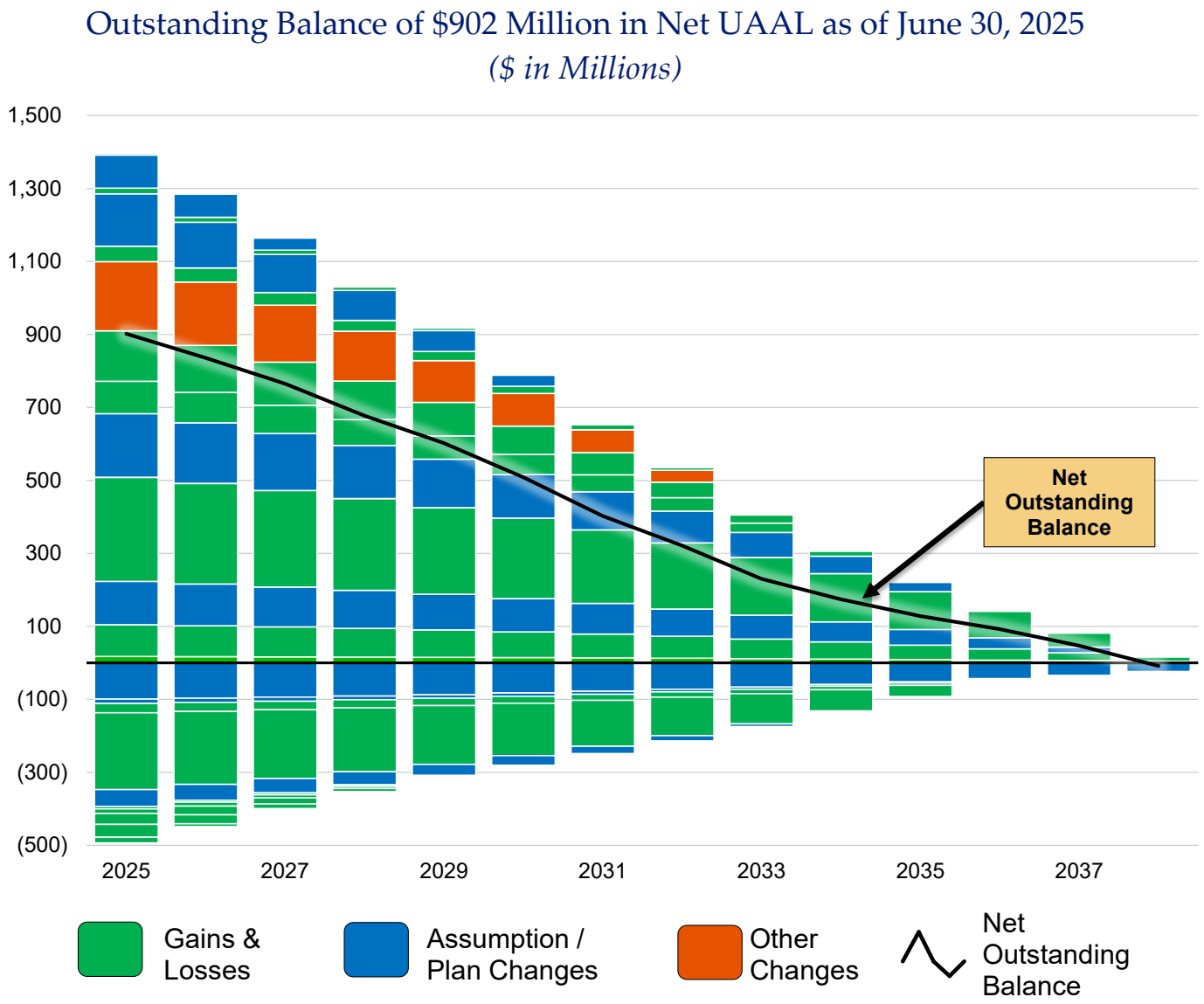
[1] The outstanding balance includes the full Safety Section 8 UAAL and Safety Section 9 UAAL.
[2] The initial amounts are only available for periods based on prior audit and valuation results reviewed or prepared by Segal.
[3] The final payment to fully amortize the layer established as of the June 30, 2010 valuation was $0.2 million as shown in the June 30, 2024 valuation.
[4] The final payment to fully amortize the layer established as of the June 30, 2010 valuation was $1.0 million as shown in the June 30, 2024 valuation.
[5] Includes a refinement to the application of the entry age actuarial cost method.

Section 3: Supplemental Information

Base Type	Date Established: June 30	Initial Amount	Initial Period	Outstanding Balance	Years Remaining	Annual Payment
Actuarial Loss	2023	$11,706	15	$11,100	13	$1,071
Assumption Change	2023	5,696	15	5,401	13	521
Actuarial Loss	2024	1,485	15	1,449	14	132
Actuarial Gain	2025	(2,506)	15	(2,506)	15	(216)
Assumption Change	2025	(7,046)	15	(7,046)	15	(608)
Subtotal				**$44,142**		**$6,313**

Note: Results may not add due to rounding.

Exhibit I: Projection of UAAL balances and payments

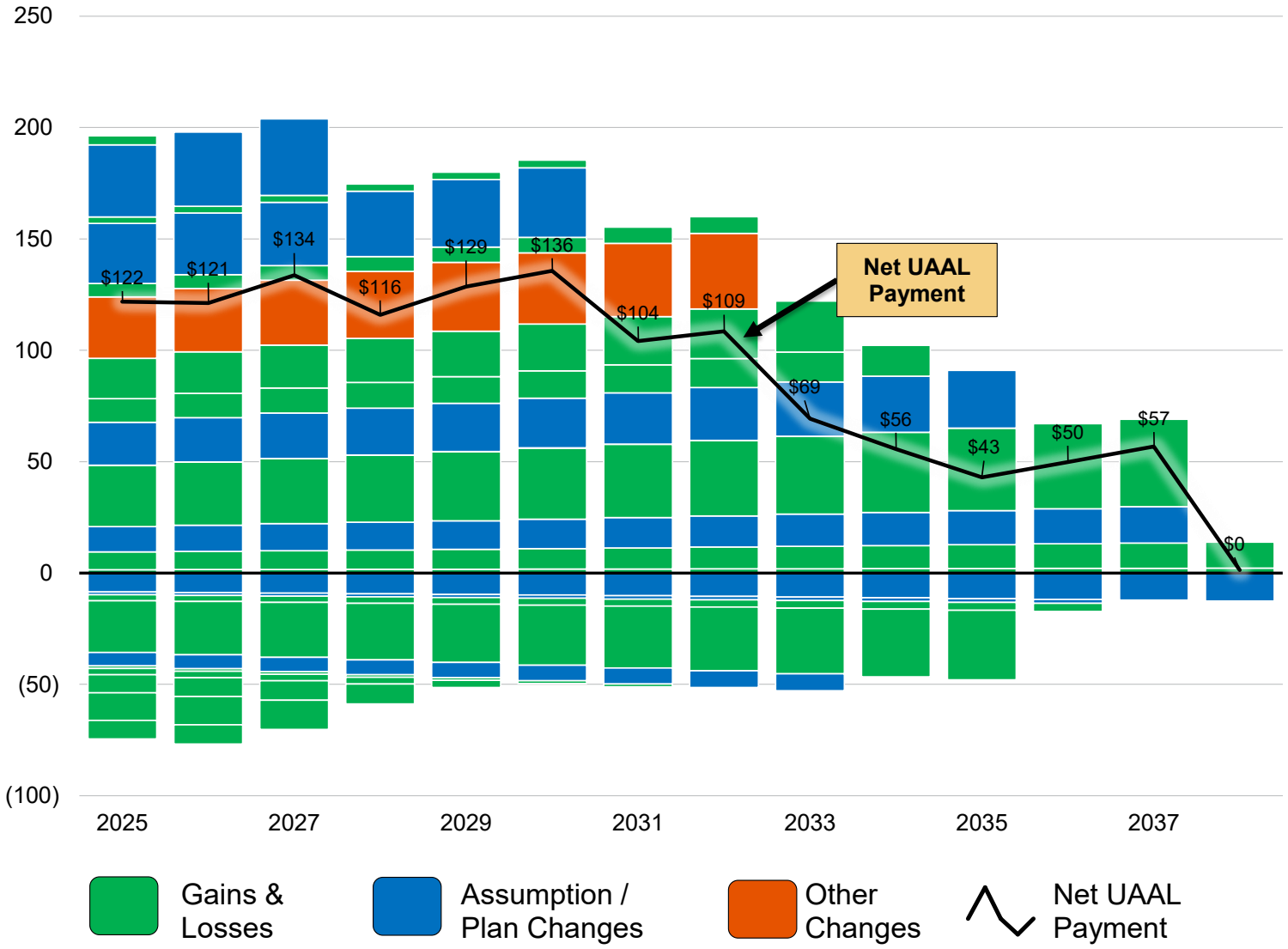


Note: Before the application of the glide path strategy to stabilize employer contribution rates.

Section 3: Supplemental Information

Annual Payments Required to Amortize $902 Million in Net UAAL as of June 30, 2025

($ in Millions)



Note: Before the application of the glide path strategy to stabilize employer contribution rates.

Section 4: Actuarial Valuation Basis

Exhibit 1: Actuarial assumptions, methods and models

Rationale for assumptions

The information and analysis used in selecting each assumption that has a significant effect on this actuarial valuation is shown in the July 1, 2021 through June 30, 2024 Actuarial Experience Study report dated June 10, 2025. Unless otherwise noted, all actuarial assumptions and methods shown below apply to members for all tiers. These assumptions were adopted by the Board.

Net investment return

6.50%; net of investment expenses.

Based on the Review of Economic Actuarial Assumptions report reference above, expected investment expenses (excluding investment management fees) represent about 0.05% of the actuarial value of assets.

Administrative expenses

1.30% of payroll allocated to both the employer and member based on the components of the total average contribution rate (before expenses and before the application of the glide path strategy) for the employer and member. This results in an administrative expense load as shown below:

Administrative Expenses

Category	Average Contribution Rate Before Administrative Expense and Before Application of Glide Path Strategy	Weighting	Total Loading
Employer	32.46%	78.12%	1.02%
Member	9.09%	21.88%	0.28%
Total	**41.55%**	**100.00%**	**1.30%**

Under this approach, the employer normal cost rate is then increased by the same percent of payroll as the member rate with the remaining employer loading allocated to the employer UAAL rate. This is done to maintain a 50/50 sharing of normal cost for those in Tier 5. The table below shows this allocation.

Allocation of Administrative Expense Load as a % of Payroll

Category	Rate
Addition to Employer Basic Normal Cost Rate	0.28%
Addition to Employer Basic UAAL Rate	0.74%
Addition to Member Basic Rate	0.28%
Total Addition to Contribution Rates	**1.30%**

The administrative expense load is added to the Basic Regular rates for employers and members.

Inflation rate

Increase of 2.50% per year.

Member contribution crediting rate

2.75%, compounded semi-annually. (The difference between the 6.50% net investment return assumption and 2.75% is credited to the other valuation reserves.)

Cost-of-Living Adjustments (COLA)

Retiree COLA increases of 2.75% per year for General Tiers 1, 2 and 3, and Safety Tiers 1 and 2. General and Safety Tiers 4 and 5 receive no COLA increases.

For members that have COLA banks, we assume they receive 3.00% COLA increases until their COLA banks are exhausted and 2.75% thereafter.

Payroll growth

Inflation of 2.50% per year plus “across the board” real salary increases of 0.50% per year.

Increase in Internal Revenue Code Section 401(a)(17) compensation limit

Increase of 2.50% per year from the valuation date.

Increase in Section 7522.10 compensation limit

Increase of 2.50% per year from the valuation date.

Salary increase

The annual rate of compensation increase includes:

- Inflation at 2.50%, plus
- "Across-the-board" salary increase of 0.50% per year, plus
- Merit and promotion increase based on years of service:

Merit and Promotion Increases (%)

Years of Service	General Legacy	General PEPRA	Safety Legacy	Safety PEPRA
Less than 1	9.00	10.50	8.50	8.50
1 – 2	8.00	9.00	8.00	8.25
2 – 3	7.00	8.00	6.75	6.25
3 – 4	5.25	6.00	5.00	4.75
4 – 5	4.75	5.25	4.50	4.50
5 – 6	3.75	4.50	3.75	3.25
6 – 7	3.25	4.00	3.50	2.75
7 – 8	2.75	3.00	2.75	2.00
8 – 9	2.25	2.50	2.00	2.00
9 – 10	2.00	2.00	2.00	2.00
10 – 11	1.75	1.75	2.00	2.00
11 – 12	1.50	1.50	1.60	1.60
12 – 13	1.10	1.10	1.60	1.60
13 – 14	1.10	1.10	1.60	1.60
14 – 15	1.10	1.10	1.60	1.60
15 and over	1.00	1.00	1.60	1.60

Post-retirement mortality rates

The Pub-2016 mortality tables and adjustments as shown below reasonably reflect the mortality experience as of the measurement date. These mortality tables were adjusted to future years using the generational projection to reflect future mortality improvement between the measurement date and those years.

Healthy

- **General members**
  - Pub-2016 General Healthy Retiree Amount-Weighted Above-Median Mortality Table (separate tables for males and females) with rates increased by 5% for males and increased by 15% for females, projected generationally with the two-dimensional mortality improvement scale MP-2021.
- **Safety members**
  - Pub-2016 Safety Healthy Retiree Amount-Weighted Above-Median Mortality Table (separate tables for males and females) with rates increased by 10% for males and increased by 5% for females, projected generationally with the two-dimensional mortality improvement scale MP-2021.

Disabled

- **General members**
  - Pub-2016 Non-Safety Disabled Retiree Amount-Weighted Mortality Table (separate tables for males and females) with rates increased by 10% for males and unadjusted for females, projected generationally with the two-dimensional mortality improvement scale MP-2021.
- **Safety members**
  - Pub-2016 Safety Disabled Retiree Amount-Weighted Mortality Table (separate tables for males and females) with rates unadjusted for males and increased by 10% for females, projected generationally with the two-dimensional mortality improvement scale MP-2021.

Beneficiary

- **Beneficiaries not currently in pay status**
  - Pub-2016 General Healthy Retiree Amount-Weighted Above-Median Mortality Table (separate tables for males and females) with rates increased by 5% for males and increased by 15% for females, projected generationally with the two-dimensional mortality improvement scale MP-2021.
- **Beneficiaries in pay status**
  - Pub-2016 Contingent Survivor Amount-Weighted Above-Median Mortality Table (separate tables for males and females) with rates increased by 10% for males and increased by 5% for females, projected generationally with the two-dimensional mortality improvement scale MP 2021.

Pre-retirement mortality rates

- **General members**
  - Pub-2016 General Employee Amount-Weighted Above-Median Mortality Table (separate tables for males and females) with rates increased by 10% for males and increased by 5% for females, projected generationally with the two-dimensional mortality improvement scale MP-2021.
- **Safety members**
  - Pub-2016 Safety Employee Amount-Weighted Above-Median Mortality Table (separate tables for males and females) with rates increased by 5% for males and unadjusted for females, projected generationally with the two-dimensional mortality improvement scale MP-2021.

Pre-Retirement Mortality Rates (%) — Before Generational Projection from 2016

Age	General Male	General Female	Safety Male	Safety Female
20	0.03	0.01	0.03	0.01
25	0.03	0.01	0.03	0.01
30	0.04	0.02	0.04	0.02
35	0.04	0.03	0.04	0.03
40	0.06	0.04	0.05	0.04
45	0.09	0.06	0.07	0.06
50	0.14	0.09	0.11	0.09
55	0.21	0.13	0.17	0.13
60	0.32	0.20	0.28	0.20
65	0.49	0.31	0.47	0.32
70	0.75	0.48	0.88	0.50

All pre-retirement deaths are assumed to be non-service connected.

Mortality rates for member contributions

The following mortality rates are used in calculating the member basic contribution rates for General Tier 1, Tier 2, Tier 3 and Tier 4, as well as Safety Tier 1, Tier 2 and Tier 4.

- **General members**
  - Pub-2016 General Healthy Retiree Amount-Weighted Above-Median Mortality Table (separate tables for males and females) with rates increased by 5% for males and 15% for females, projected 30 years with the two-dimensional mortality improvement scale MP-2021, weighted 35% male and 65% female.
- **Safety members**
  - Pub-2016 Safety Healthy Retiree Amount-Weighted Above-Median Mortality Table (separate tables for males and females) with rates increased by 10% for males and increased by 5% for females, projected 30 years with the two-dimensional mortality improvement scale MP-2021, weighted 80% male and 20% female.

Disability

Disability Incidence Rates (%)

Age	General	Safety
20	0.01	0.05
25	0.01	0.11
30	0.01	0.30
35	0.02	0.55
40	0.07	0.74
45	0.16	0.98
50	0.22	1.34
55	0.26	2.55
60	0.30	3.25
65	0.37	3.25
70	0.40	3.25

65% of General disabilities are assumed to be service connected (duty) disabilities. The other 35% are assumed to be non-service connected (non-duty) disabilities.

100% of Safety disabilities are assumed to be service connected (duty) disabilities.

Termination

Termination Rates (%)

Years of Service	General	Safety
Less than 1	18.50	13.25
1 – 2	12.00	7.50
2 – 3	10.50	6.75
3 – 4	9.00	5.00
4 – 5	8.00	4.50
5 – 6	7.00	3.50
6 – 7	6.00	3.25
7 – 8	5.75	3.00
8 – 9	5.50	2.75
9 – 10	5.25	2.50
10 – 11	5.00	2.25
11 – 12	4.00	2.25
12 – 13	4.00	2.00
13 – 14	4.00	2.00
14 – 15	4.00	1.75
15 – 16	3.00	1.50
16 – 17	2.50	1.40
17 – 18	2.50	1.30
18 – 19	2.50	1.20
19 – 20	2.00	1.10
20 and over	1.75	1.00

Proportion of Total Termination Assumed to Receive Refunds and Deferred Vested Benefits (%)

Years of Service	General	Safety
0 – 4	37.50	62.50
5 – 9	27.50	72.50
10 – 14	17.50	82.50
15 – 19	12.50	87.50
20 – 24	12.50	87.50
25 and over	10.00	90.00

No termination is assumed after a member is first assumed to retire.

Retirement

Retirement Rates (%) — General

Age	Tier 1 (Less than 30 Years of Service)	Tier 1 (30 or More Years of Service)	Tier 2	Tier 3	Tier 4	Tier 5 (Less than 30 Years of Service)	Tier 5 (30 or More Years of Service)
50	5.50	12.00	3.00	4.50	6.00	0.00	0.00
51	4.00	12.00	3.00	3.60	4.00	0.00	0.00
52	3.50	12.00	3.60	4.00	4.00	3.50	12.00
53	3.75	15.00	3.60	5.00	6.00	2.00	8.00
54	5.25	15.00	10.00	7.50	8.00	2.50	7.00
55	7.50	16.00	10.00	7.50	10.00	3.50	7.00
56	9.00	16.00	10.00	9.00	10.00	4.00	7.00
57	10.50	30.00	10.00	9.00	12.00	4.50	12.50
58	10.50	30.00	10.00	9.00	12.00	6.00	17.00
59	17.00	30.00	10.00	14.00	12.00	6.50	11.00
60	18.00	30.00	15.00	16.00	15.00	7.00	11.50
61	18.00	30.00	15.00	16.00	15.00	8.00	13.00
62	22.50	35.00	20.00	30.00	20.00	15.00	23.00
63	20.00	35.00	20.00	22.00	20.00	15.00	26.00
64	25.00	35.00	25.00	22.00	25.00	18.00	25.00
65	40.00	50.00	25.00	40.00	25.00	18.00	22.50
66	40.00	50.00	35.00	40.00	30.00	25.00	31.00
67	30.00	50.00	35.00	40.00	30.00	25.00	41.50
68	30.00	40.00	35.00	40.00	30.00	25.00	33.00
69	30.00	40.00	35.00	40.00	30.00	25.00	33.00
70	30.00	40.00	35.00	40.00	35.00	25.00	33.00
71	30.00	40.00	35.00	40.00	35.00	25.00	33.00
72	30.00	40.00	35.00	40.00	35.00	25.00	33.00
73	30.00	40.00	35.00	40.00	35.00	25.00	33.00
74	30.00	40.00	35.00	40.00	35.00	25.00	33.00
75 and over	100.00	100.00	100.00	100.00	100.00	100.00	100.00

Retirement Rates (%) — Safety

Age	Tiers 1 and 2 (Less than 30 Years of Service)	Tier 4	Tier 5 (Less than 30 Years of Service)	Tier 5 (30 or More Years of Service)
45	8.00	1.00	0.00	0.00
46	3.00	1.00	0.00	0.00
47	3.50	1.00	0.00	0.00
48	3.75	1.00	0.00	0.00
49	6.00	2.00	0.00	0.00
50	8.50	4.00	4.00	15.00
51	5.00	4.00	4.00	15.00
52	11.00	5.00	5.00	15.00
53	12.00	6.00	6.00	15.00
54	30.00	11.00	11.00	15.00
55	30.00	18.00	18.00	25.00
56	25.00	18.00	18.00	25.00
57	25.00	20.00	22.00	30.00
58	25.00	20.00	25.00	30.00
59	25.00	23.00	25.00	30.00
60	35.00	40.00	35.00	40.00
61	35.00	40.00	35.00	40.00
62	35.00	40.00	35.00	40.00
63	35.00	40.00	35.00	40.00
64	35.00	40.00	35.00	40.00
65 and over	100.00	100.00	100.00	100.00

Retirement rate for Safety Tier 1 and Safety Tier 2 is 100% after a member accrues a benefit of 100% of final average compensation.

Inactive members

Current and Future Inactive Member Assumptions – Less than Five Years of Service

Category	% of Future[1] Inactive Members	Annual Salary Increases from Separation Date	Retirement Age
General with reciprocity	20%	4.00%	60
General without reciprocity	80%	N/A	70
Safety with reciprocity	25%	4.60%	56
Safety without reciprocity	75%	N/A	70

Current and Future Inactive Member Assumptions – Five or More Years of Service

Category	% of Future[1] Inactive Members	Annual Salary Increases from Separation Date	Retirement Age
General with reciprocity	30%	4.00%	60
General without reciprocity	70%	N/A	57
Safety with reciprocity	45%	4.60%	56
Safety without reciprocity	55%	N/A	52

Future benefit accruals

1.0 year of service per year of employment.

Unreported data for members

Same as those exhibited by members with similar known characteristics. If not specified, General members are assumed to be female and Safety members are assumed to be male.

[1] FCERA provides the reciprocity status for current inactive members in the valuation census data.

Definition of active members

First day of pay period following employment.

Form of payment

All active and inactive members are assumed to elect the unmodified option at retirement.

Survivor assumptions

Current Active and Inactive Member Eligible Survivor Assumptions

Member Gender	% with Eligible Survivor at Retirement or Pre-Retirement Death	Eligible Survivor Age	Eligible Survivor Gender
Male member	65%	3 years younger than member	Female
Female member	55%	2 years older than member	Male

Annual leave conversion

Eligibility for annual leave plans is determined based on hire date along with other factors.

Additional Service Accrued from Unused Annual Leave

Leave Type	Amount of Hours
Annual Leave II (FKA New Annual Leave)	25 hours per each future year of service accrued. Hours in excess of 1,100 are assumed to be converted to service credit at separation.
Annual Leave III (FKA Annual Leave II)	15 hours per each future year of service accrued. Hours in excess of 400 are assumed to be converted to service credit at separation.
Annual Leave IV (FKA Modified Annual Leave II)	Based on actual hours in a member's frozen time off bank.
Vacation/Sick Leave	35 hours per each future year of service accrued for General and 45 hours per each future year of service accrued for Safety.

Actuarial cost method

Entry age actuarial cost method.

Entry age is the age at the member's hire date or the entry age provided for member contribution rate purposes, whichever is later. Normal cost and AAL are calculated on an individual basis and are based on costs allocated as a level percentage of compensation, as if the current benefit formula for each individual has always been in effect.

Actuarial value of assets

Market value of assets less unrecognized returns in each of the last ten semi-annual accounting periods. Unrecognized returns are equal to the difference between the actual market return and the expected return on the market value, and are recognized semi-annually over a five-year period. The actuarial value of assets is further adjusted, if necessary, to be within 30% of the market value of assets.

Valuation value of assets

The actuarial value of assets, reduced by the value of the non-valuation reserves.

Amortization policy

The UAAL as of June 30, 2003 valuation is being amortized over a declining period with 8 years remaining as of June 30, 2025.

- Any new UAAL as a result of assumption changes, method changes and actuarial gains or losses identified in the annual valuation as of June 30, 2011 and later will be amortized over a period of 15 years.
- Any new UAAL as a result of plan amendments will be amortized over a period of 15 years.
- Any new UAAL as a result of Golden Handshakes or Early Retirement Incentive Programs (ERIP) will be amortized over a period of up to 5 years.

The UAAL shall be amortized over "closed" amortization periods so that the amortization period for each layer decreases by one year with each actuarial valuation.

The UAAL shall be amortized as a level percentage of payroll so that the amortization amount in each year during the amortization period shall be expected to be a level percentage of covered payroll, taking into consideration the current assumption for general payroll increase.

If an overfunding or “surplus” exists (i.e., the valuation value of assets exceeds the AAL, so that the total of all UAAL amortization layers becomes negative), any prior UAAL amortization layers will be considered fully amortized, and any subsequent UAAL will be amortized over 15 years as the first of a new series of amortization layers.

If the surplus exceeds 20% of the AAL per Section 7522.52 of the Government Code, then the amount of surplus in excess of 20% of the AAL (and any subsequent surpluses in excess of that amount) will be amortized over an “open” amortization period of 30 years, but only if the other conditions of Section 7522.52 have also been met. If those conditions are not met, then the surplus will not be amortized and the full normal cost will be contributed.

Employer contributions

The recommended employer contributions are provided in *Section 2, Subsection F* and consist of three components.

Normal Cost

The annual contribution rate that, if paid annually from a member’s first year of membership through the year of retirement, would accumulate to the amount necessary to fully fund the member's retirement-related benefits. Accumulation includes annual crediting of interest at the assumed investment earning rate.

The contribution rate is determined as a level percentage of the member’s compensation.

Contribution to the UAAL

The annual contribution rate that, if paid annually over the UAAL amortization period, would accumulate to the amount necessary to fully fund the UAAL. Accumulation includes annual crediting of interest at the assumed investment earning rate.

The contribution (or rate credit in the case of a negative UAAL) is calculated to remain as a level percentage of future active member payroll (including payroll for new members as they enter the Plan) assuming a constant number of active members. In order to remain as a level percentage of payroll, amortization payments (credits) are scheduled to increase at the annual rate of 3.00% (i.e., 2.50% inflation plus 0.50% “across the board” salary increase).

The amortization policy is described on the previous page.

Stabilization of Employer Contribution Rates and Surplus Management Policy

Starting with the June 30, 2025 actuarial valuation, the Board updated the Plan's funding policy to incorporate contribution stabilization provisions which would modify the UAAL contribution rate for each cost sharing group as follows when there is a decrease in the cost sharing group's calculated UAAL contribution rate:

- Maintain the prior year's calculated UAAL contribution rate if this decreased by less than 2% of payroll from the prior year
- Limit the decrease in the UAAL contribution rate to half of the actual decrease in the calculated UAAL contribution rate if the decrease from prior year was between 2% and 4%
- Cap the decrease in the UAAL contribution rate to 2% of payroll if the decrease in the calculated UAAL contribution rate is more than 4%

The updates to the funding policy adopted in 2025 also include surplus management provisions under which the decrease of the UAAL contribution rate would decrease by up to 2% of payroll (or an amount equal to the UAAL rate in the prior year valuation, if lower) for the cost group if the cost group has a surplus (VVA in excess of AAL).

Member contributions

The member contribution rates for all members are provided in *Section 4, Exhibit 3*.

Non-Tier 5 Members (i.e., Non-CalPEPRA)

Articles 6 and 6.8 of the 1937 Act define the methodology to be used in the calculation of member basic contribution rates for non-Tier 5 General members and Safety members, respectively. The basic contribution rate is determined so that the accumulation of a member's basic contributions made in a given year until a certain age will be sufficient to fund an annuity at that age that is equal to:

- 1/200 of One-Year Average Final Compensation at age 60 for General Tier 1
- 1/240 of One-Year Average Final Compensation at age 60 for General Tier 2
- 1/200 of Three-Year Average Final Compensation at age 55 for General Tier 3
- 1/120 of Three-Year Average Final Compensation at age 60 for General Tier 4
- 1/200 of One-Year Average Final Compensation at age 50 for Safety Tiers 1 and 2
- 1/100 of Three-Year Average Final Compensation at age 50 for Safety Tier 4

In addition, as a result of the Settlement Agreement, General Tier 1 and Safety Tier 1 members are required to make additional basic contributions in order to receive the Settlement Benefit. The total basic Regular plus Settlement rate is:

- 1/160 of One-Year Average Final Compensation at age 55 for General Tier 1
- 1/160 of One-Year Average Final Compensation at age 50 for Safety Tier 1

It is assumed that contributions are made annually at the same rate, starting at entry age. In addition to their basic contributions, members in Tiers 1, 2 and 3 pay one-half of the total normal cost necessary to fund their COLA benefits. There are no COLA benefits provided in General and Safety Tiers 4. Accumulation includes semi-annual crediting of interest at the assumed investment earning rate.

Tier 5 Members (i.e., CalPEPRA)

Pursuant to Section 7522.30(a) of the Government Code, General and Safety Tiers 5 members are required to contribute at least 50% of the normal cost rate. We further understand that different rules may have to be applied for collectively bargained employees, non-represented, managerial or other supervisory employees (reference Section 7522.30(e)). In preparing the normal cost rates in this report, we have assumed that exactly 50% of the normal cost would be paid by the Tier 5 members and we have not taken into account the requirements of Section 7522.30(e).

Internal revenue code section 415

Section 415 of the Internal Revenue Code (IRC) specifies the maximum benefits that may be paid to an individual from a defined benefit plan and the maximum amounts that may be allocated each year to an individual's account in a defined contribution plan.

A qualified pension plan may not pay benefits in excess of the Section 415 limits. The ultimate penalty for non-compliance is disqualification: active participants could be taxed on their vested benefits and the IRS may seek to tax the income earned on the plan's assets.

In particular, Section 415(b) of the IRC limits the maximum annual benefit payable at the Normal Retirement Age to a dollar limit of $160,000 indexed for inflation. That limit is $280,000 for 2025. Normal Retirement Age for these purposes is age 62. These are the limits in simplified terms. They must be adjusted based on each participant's circumstances, for such things as age at retirement, form of benefits chosen and after tax contributions.

Non-CalPEPRA benefits in excess of the limits may be paid through a qualified governmental excess plan that meets the requirements of Section 415(m).

Legal Counsel's review and interpretation of the law and regulations should be sought on any questions in this regard.

Non-CalPEPRA contribution rates determined in this valuation have not been reduced for the Section 415 limitations for active and inactive vested members. Actual limitations will result in gains as they occur.

Models

Segal valuation results are based on proprietary actuarial modeling software. The actuarial valuation models generate a comprehensive set of liability and cost calculations that are presented to meet regulatory, legislative and client requirements. Our Actuarial Technology and Systems unit, comprised of both actuaries and programmers, is responsible for the initial development and maintenance of these models. The models have a modular structure that allows for a high degree of accuracy, flexibility and user control. The client team programs the assumptions and the plan provisions, validates the models, and reviews test lives and results, under the supervision of the responsible actuary.

Justification for change in actuarial assumptions, methods or models

Based on the July 1, 2021 through June 30, 2024 Actuarial Experience Study the following actuarial assumptions were changed. The current assumptions are shown starting on page 88, previously, these assumptions were:

Salary increase (prior assumption)

The annual rate of compensation increase includes:

- Inflation at 2.50%, plus
- "Across-the-board" salary increase of 0.50% per year, plus
- Merit and promotion increase based on years of service:

Merit and Promotion Increases (%)

Years of Service	General	Safety
Less than 1	9.00	8.50
1 – 2	8.00	8.00
2 – 3	7.00	6.75
3 – 4	5.25	5.00
4 – 5	4.75	4.50
5 – 6	3.75	3.75
6 – 7	3.25	3.50
7 – 8	2.25	2.75
8 – 9	1.50	2.00
9 – 10	1.25	1.60
10 and over	1.10	1.50

Post-retirement mortality rates (prior assumption)

The Pub-2010 mortality tables and adjustments as shown below reasonably reflect the mortality experience as of the measurement date. These mortality tables were adjusted to future years using the generational projection to reflect future mortality improvement between the measurement date and those years.

Section 4: Actuarial Valuation Basis

Healthy

- **General members**
  - Pub-2010 General Healthy Retiree Amount-Weighted Above-Median Mortality Table (separate tables for males and females) with rates increased by 5% for males and increased by 10% for females, projected generationally with the two-dimensional mortality improvement scale MP-2021.
- **Safety members**
  - Pub-2010 Safety Healthy Retiree Amount-Weighted Above-Median Mortality Table (separate tables for males and females) with rates increased by 5% for males, projected generationally with the two-dimensional mortality improvement scale MP-2021.

Disabled

- **General members**
  - Pub-2010 Non-Safety Disabled Retiree Amount-Weighted Mortality Table (separate tables for males and females) with rates increased by 5% for males and decreased by 5% for females, projected generationally with the two-dimensional mortality improvement scale MP-2021.
- **Safety members**
  - Pub-2010 Safety Disabled Retiree Amount-Weighted Mortality Table (separate tables for males and females) with rates increased by 10% for females, projected generationally with the two-dimensional mortality improvement scale MP-2021.

Beneficiary

- **Beneficiaries not currently in pay status**
  - Pub-2010 General Healthy Retiree Amount-Weighted Above-Median Mortality Table (separate tables for males and females) with rates increased by 5% for males and increased by 10% for females, projected generationally with the two-dimensional mortality improvement scale MP-2021.
- **Beneficiaries in pay status**
  - Pub-2010 Contingent Survivor Amount-Weighted Above-Median Mortality Table (separate tables for males and females) with rates increased by 10%, projected generationally with the two-dimensional mortality improvement scale MP-2021.

Pre-retirement mortality rates (prior assumption)

- **General members**
  - Pub-2010 General Employee Amount-Weighted Above-Median Mortality Table (separate tables for males and females), projected generationally with the two-dimensional mortality improvement scale MP-2021.
- **Safety members**
  - Pub-2010 Safety Employee Amount-Weighted Above-Median Mortality Table (separate tables for males and females), projected generationally with the two-dimensional mortality improvement scale MP-2021.

Pre-Retirement Mortality Rates (%) — Before Generational Projection from 2010

Age	General Male	General Female	Safety Male	Safety Female
20	0.04	0.01	0.04	0.02
25	0.02	0.01	0.03	0.02
30	0.03	0.01	0.04	0.02
35	0.04	0.02	0.04	0.03
40	0.06	0.03	0.05	0.04
45	0.09	0.05	0.07	0.06
50	0.13	0.08	0.10	0.08
55	0.19	0.11	0.15	0.11
60	0.28	0.17	0.23	0.14
65	0.41	0.27	0.35	0.20
70	0.61	0.44	0.66	0.39

All pre-retirement deaths are assumed to be non-service connected.

Mortality rates for member contributions (prior assumption)

- **General members**
  - Pub-2010 General Healthy Retiree Amount-Weighted Above-Median Mortality Table (separate tables for males and females) with rates increased by 5% for males and increased by 10% for females, projected 30 years with the two-dimensional mortality improvement scale MP-2021, weighted 35% male and 65% female.
- **Safety members**
  - Pub-2010 Safety Healthy Retiree Amount-Weighted Above-Median Mortality Table (separate tables for males and females) with rates increased by 5% for males, projected 30 years with the two-dimensional mortality improvement scale MP-2021, weighted 80% male and 20% female.

Disability (prior assumption)

Disability Incidence Rates (%)

Age	General	Safety
20	0.01	0.05
25	0.01	0.11
30	0.02	0.33
35	0.03	0.54
40	0.09	0.69
45	0.19	0.96
50	0.26	1.34
55	0.30	2.10
60	0.37	2.80
65	0.55	3.00
70	0.65	3.00

65% of General disabilities are assumed to be service connected disabilities (duty) and the other 35% are assumed to be non-service connected (ordinary) disabilities.

100% of Safety disabilities are assumed to be service connected (duty) disabilities.

Section 4: Actuarial Valuation Basis

Termination (prior assumption)

Termination Rates (%)

Years of Service	General	Safety
Less than 1	18.00	13.00
1 – 2	11.25	7.50
2 – 3	9.25	6.50
3 – 4	8.00	4.50
4 – 5	7.50	4.00
5 – 6	6.50	3.25
6 – 7	5.50	3.00
7 – 8	5.00	2.75
8 – 9	4.75	2.50
9 – 10	4.50	2.50
10 – 11	4.25	2.25
11 – 12	4.00	2.25
12 – 13	3.75	2.00
13 – 14	3.75	2.00
14 – 15	3.75	1.75
15 – 16	3.00	1.50
16 – 17	2.50	1.40
17 – 18	2.50	1.30
18 – 19	2.50	1.20
19 – 20	2.00	1.10
20 and over	1.75	1.00

Proportion of Total Termination Assumed to Receive Refunds and Deferred Vested Benefits (%)

Years of Service	General	Safety
0 – 4	40.00	60.00
5 – 9	30.00	70.00
10 – 14	20.00	80.00
15 – 19	15.00	85.00
20 and over	10.00	90.00

No termination is assumed after a member is first assumed to retire.

Section 4: Actuarial Valuation Basis

Retirement (prior assumption)

Retirement Rates (%) — General

Age	Tier 1 (Less than 30 Years of Service)	Tier 1 (30 or More Years of Service)	Tier 2	Tier 3	Tier 4	Tier 5
50	5.00	12.00	3.00	3.60	3.00	0.00
51	3.75	12.00	3.00	3.60	3.00	0.00
52	3.50	12.00	3.60	4.20	3.50	4.50
53	3.50	15.00	3.60	4.20	3.50	2.00
54	5.00	15.00	4.20	5.00	4.00	2.50
55	8.00	16.00	8.40	10.00	5.00	3.50
56	9.00	16.00	10.00	12.00	6.00	4.50
57	11.00	30.00	10.00	12.00	7.00	5.50
58	12.00	30.00	10.00	12.00	8.00	6.50
59	16.00	30.00	10.00	14.00	9.00	7.50
60	17.00	30.00	15.00	16.00	10.00	8.50
61	18.00	30.00	15.00	16.00	11.00	9.50
62	25.00	35.00	25.00	30.00	16.00	15.00
63	20.00	35.00	24.00	22.00	16.00	15.00
64	25.00	35.00	24.00	22.00	19.00	18.00
65	40.00	50.00	35.00	35.00	23.00	22.00
66	40.00	50.00	34.00	30.00	20.00	20.00
67	40.00	50.00	34.00	30.00	20.00	20.00
68	35.00	50.00	35.00	35.00	25.00	25.00
69	35.00	50.00	35.00	35.00	30.00	30.00
70	35.00	50.00	35.00	35.00	35.00	35.00
71	50.00	50.00	50.00	50.00	50.00	50.00
72	50.00	50.00	50.00	50.00	50.00	50.00
73	50.00	50.00	50.00	50.00	50.00	50.00
74	50.00	50.00	50.00	50.00	50.00	50.00
75 and over	100.00	100.00	100.00	100.00	100.00	100.00

Retirement Rates (%) — Safety

Age	Tiers 1 & 2 (Less than 30 Years of Service)	Tier 4	Tier 5
45	8.00	1.00	0.00
46	3.00	1.00	0.00
47	3.00	1.00	0.00
48	3.00	1.00	0.00
49	4.00	2.00	0.00
50	8.00	4.00	4.00
51	6.00	4.00	4.00
52	10.00	5.00	5.00
53	12.00	6.00	6.00
54	30.00	11.00	11.00
55	40.00	18.00	18.00
56	25.00	18.00	18.00
57	25.00	20.00	22.00
58	25.00	20.00	20.00
59	25.00	23.00	23.00
60	35.00	40.00	40.00
61	35.00	40.00	40.00
62	40.00	40.00	40.00
63	40.00	40.00	40.00
64	40.00	40.00	40.00
65 and over	100.00	100.00	100.00

Retirement rate for Safety Tier 1 and Safety Tier 2 is 100% after a member accrues a benefit of 100% of final average compensation.

Inactive members (prior assumption)

Current and Future Inactive Member Assumptions

Category	% of Future[1] Inactive Members with less than five years of service	% of Future[1] Inactive Members with five or more years of service	Annual Salary Increases from Separation Date	Retirement Age for members with less than five years of service	Retirement Age for members with five or more years of service
General with reciprocity	20%	30%	4.10%	60	60
General without reciprocity	80%	70%	N/A	70	56
Safety with reciprocity	25%	45%	4.50%	56	56
Safety without reciprocity	75%	55%	N/A	70	52

Unreported data for members (prior assumption)

Same as those exhibited by members with similar known characteristics. If not specified, members are assumed to be male.

Annual leave conversion (prior assumption)

Eligibility for annual leave plans is determined based on hire date along with other factors.

Additional Service Accrued from Unused Annual Leave

Leave Type	Amount of Hours
Annual Leave II (FKA New Annual Leave)	45 hours per each future year of service accrued. Hours in excess of 1,100 are assumed to be converted to service credit at separation.
Annual Leave III (FKA Annual Leave II)	20 hours per each future year of service accrued. Hours in excess of 400 are assumed to be converted to service credit at separation.
Annual Leave IV (FKA Modified Annual Leave II)	Based on actual hours in a member's frozen time off bank.
Vacation/Sick Leave	30 hours per each future year of service accrued for General and 45 hours per each future year of service accrued for Safety.

[1] FCERA provides the reciprocity status for current deferred vested members in the valuation census data.

Exhibit 2: Summary of plan provisions

This exhibit summarizes the major provisions of the Plan included in the valuation. It is not intended to be, nor should it be interpreted as, a complete statement of all plan provisions. If the Plan should find the plan summary not in accordance with the actual provisions, the Plan should alert the actuary so they can both be sure the proper provisions are valued.

Plan year

July 1 through June 30

Membership eligibility

Membership with FCERA usually begins with the first day of the pay period following the date of appointment to a permanent position of at least 50% full-time.

Membership Tier	Membership Elegibility
General and Safety Tier 1	All General and Safety members hired on or before February 26, 2006 and General and Safety members of certain bargaining units hired after February 26, 2006.
General and Safety Tier 2	General and Safety members of certain bargaining units hired after February 26, 2006 and former Tier 1 members hired on or before February 26, 2006 who have elected to transfer to Tier 2.
General Tier 3	General members of certain bargaining units hired after December 17, 2007 and those eligible Tier 2 members hired on or before December 17, 2007.
General and Safety Tier 4	General and Safety County members hired on or after June 11, 2012 and prior to January 1, 2013.
General and Safety Tier 5	All General and Safety members hired on or after January 1, 2013.

Final compensation and service for benefit determination

Final Compensation and Service	Plan Provision
Final average compensation	
General and Safety Tiers 1 and 2	Highest one-year average final compensation (§31462.1) (FAS1).
General Tiers 3 and 4 and Safety Tier 4	Highest three-year average final compensation (§31462) (FAS3).

Final Compensation and Service	Plan Provision
General and Safety Tier 5	Highest consecutive three years of pensionable compensation (§7522.10(c), §7522.32 and §7522.34) (FAS3).
Compensation limit	
General Tiers 1, 2, 3 and 4 and Safety Tiers 1, 2 and 4	For members with membership dates on or after July 1, 1996, Compensation Earnable is limited to Internal Revenue Code Section 401(a)(17). The limit as of July 1, 2025 is $350,000. The limit is indexed for inflation on an annual basis.
General and Safety Tier 5	Pensionable Compensation is limited to $155,081 for 2025 ($186,096, if not enrolled in Social Security). The limit is indexed for inflation on an annual basis.
Service	
All members	Years of service (Yrs).

Service retirement benefits

Provision by Tier	Service Retirement Plan Provision
Eligibility	
General Tiers 1, 2, 3 and 4	Age 50 with 10 years of service, or age 70 regardless of service, or after 30 years regardless of age (§31672).
General Tier 5	Age 52 with 5 years of service (§7522.20(a)) or age 70 regardless of service (§31672.3).
Safety Tiers 1, 2 and 4	Age 50 with 10 years of service, or age 70 regardless of service, or after 20 years regardless of age (§31663.25).
Safety Tier 5	Age 50 with 5 years of service (§7522.25(d)) or age 70 regardless of service (§31672.3).
Benefit amount	
All members	The benefit formula for all members varies by membership tier and retirement age. See the tables below for a selection of benefit formulas at various ages for each membership tier.
Maximum benefit	
General Tiers 1, 2, 3 and 4 and Safety Tiers 1, 2 and 4	100% of Final Compensation (§31676.14, §31676.16, §31676.15, §31676.1, §31664 and §31664.2).
General and Safety Tier 5	There is no Final Compensation limit on the maximum retirement benefit.

Section 4: Actuarial Valuation Basis

Service retirement benefit formula (sample ages)

Tier and Retirement Age	Service Retirement Benefit Formula by Tier
General Tier 1 — Regular Plus Settlement Benefit Pursuant to Ventura Settlement Agreement[1]	
Age 50	(1.86% × FAS1 – 1/3 × 1.86% × $350 × 12) × Yrs
Age 55	(2.50% × FAS1 – 1/3 × 2.50% × $350 × 12) × Yrs
Age 60 and over	(3.27% × FAS1 – 1/3 × 3.27% × $350 × 12) × Yrs
General Tier 2 (§31676.16)	
Age 50	(1.43% × FAS1 – 1/3 × 1.43% × $350 × 12) × Yrs
Age 55	(2.00% × FAS1 – 1/3 × 2.00% × $350 × 12) × Yrs
Age 60	(2.26% × FAS1 – 1/3 × 2.26% × $350 × 12) × Yrs
Age 62	(2.37% × FAS1 – 1/3 × 2.37% × $350 × 12) × Yrs
Age 63 and over	(2.42% × FAS1 – 1/3 × 2.42% × $350 × 12) × Yrs
General Tier 3 (§31676.15)	
Age 50	(1.49% × FAS3 – 1/3 × 1.49% × $350 × 12) × Yrs
Age 55	(2.00% × FAS3 – 1/3 × 2.00% × $350 × 12) × Yrs
Age 60	(2.62% × FAS3 – 1/3 × 2.62% × $350 × 12) × Yrs
Age 62	(2.82% × FAS3 – 1/3 × 2.82% × $350 × 12) × Yrs
Age 65 and over	(3.13% × FAS3 – 1/3 × 3.13% × $350 × 12) × Yrs

[1] Please refer to the discussion on page 9 of this report for breakdown between Regular and Settlement benefits we use for determining contribution rate requirements for funding purposes.

Section 4: Actuarial Valuation Basis

Tier and Retirement Age	Service Retirement Benefit Formula by Tier
General Tier 4 (§31676.1)	
Age 50	(1.18% × FAS3 – 1/3 × 1.18% × $350 × 12) × Yrs
Age 55	(1.49% × FAS3 – 1/3 × 1.49% × $350 × 12) × Yrs
Age 60	(1.92% × FAS3 – 1/3 × 1.92% × $350 × 12) × Yrs
Age 62	(2.09% × FAS3 – 1/3 × 2.09% × $350 × 12) × Yrs
Age 65 and over	(2.43% × FAS3 – 1/3 × 2.43% × $350 × 12) × Yrs
General Tier 5 (§7522.20(a))	
Age 52	1.00% × FAS3 × Yrs
Age 55	1.30% × FAS3 × Yrs
Age 60	1.80% × FAS3 × Yrs
Age 62	2.00% × FAS3 × Yrs
Age 65	2.30% × FAS3 × Yrs
Age 67 and over	2.50% × FAS3 × Yrs
Safety Tier 1 — Regular Plus Settlement Benefit Pursuant to Ventura Settlement Agreement[1]	
Age 50	(2.50% × FAS1 – 1/3 × 2.50% × $350 × 12) × Yrs
Age 55 and over	(3.27% × FAS1 – 1/3 × 3.27% × $350 × 12) × Yrs
Safety Tier 2 (§31664.2)	
Age 50	(2.29% × FAS1 – 1/3 × 2.29% × $350 × 12) × Yrs
Age 55 and over	(3.00% × FAS1 – 1/3 × 3.00% × $350 × 12) × Yrs
Safety Tier 4 (§31664)	
Age 50	(2.00% × FAS3 – 1/3 × 2.00% × $350 × 12) × Yrs
Age 55 and over	(2.62% × FAS3 – 1/3 × 2.62% × $350 × 12) × Yrs

[1] Please refer to the discussion on page 9 of this report for breakdown between Regular and Settlement benefits we use for determining contribution rate requirements for funding purposes.

Tier and Retirement Age	Service Retirement Benefit Formula by Tier
Safety Tier 5 (§7522.25(d))	
Age 50	2.00% × FAS3 × Yrs
Age 55	2.50% × FAS3 × Yrs
Age 57 and over	2.70% × FAS3 × Yrs

Disability benefits

Non-service connected disability[1]

Provision by Tier	Non-Service Connected Disability Plan Provision
Eligibility	
All members	Five years of service (§31720).
Benefit amount	
General Tiers 1, 2, 4 and 5	1.5% per year of service. If the benefit does not exceed one-third of Final Compensation, the service is projected to 65, but the total benefit cannot be more than one-third of Final Compensation. 100% of the Service Retirement benefit will be paid, if greater.
General Tier 3	1.8% per year of service. If the benefit does not exceed one-third of Final Compensation, the service is projected to 65, but the total benefit cannot be more than one-third of Final Compensation. 100% of the Service Retirement benefit will be paid, if greater.
Safety Tiers 1, 2, 4 and 5	1.8% per year of service. If the benefit does not exceed one-third of Final Compensation, the service is projected to 55, but the total benefit cannot be more than one-third of Final Compensation. 100% of the Service Retirement benefit will be paid, if greater.

[1] For General and Safety Tier 1 members who retire because of disability, there is an allocation of the value of their disability benefits made by the Association's Pension Administration System between the "Regular" and "Settlement" benefits assuming those members would have been eligible to retire and collect a service retirement benefit. While it does not change the total contribution rates paid by each of the employer and the employee, consistent with the prior valuations we have continued in this valuation to adjust the allocation of the rates between "Regular" and "Settlement" benefits so as to be consistent with the allocation made by the Association's Pension Administration System.

Service-connected disability[1]

Provision by Tier	Service-Connected Disability Plan Provision
Eligibility	
All members	No age or service requirements (§31720).
Benefit amount	
All members	50% of the Final Compensation or 100% of Service Retirement benefit, if greater (§31727.4).

Pre-retirement death benefits

Non-service connected death

Provision by Tier	Pre-Retirement Death (Non-Service Connected) Benefit Plan Provision
Eligibility	
All members	No age or service requirements.
Vested members	Five years of service.
Benefit amount	
All members	Refund of member contributions with interest, plus one month's compensation for each year of service, to a maximum of six months' compensation (§31781).
Vested members	60% of the greater of Service or Non-Service-Connected Disability Retirement benefit payable to surviving eligible spouse or eligible children (§31765.1, §31781.1), in lieu of the basic lump sum benefit above (§31781).

[1] For General and Safety Tier 1 members who retire because of disability, there is an allocation of the value of their disability benefits made by the Association's Pension Administration System between the "Regular" and "Settlement" benefits assuming those members would have been eligible to retire and collect a service retirement benefit. While it does not change the total contribution rates paid by each of the employer and the employee, consistent with the prior valuations we have continued in this valuation to adjust the allocation of the rates between "Regular" and "Settlement" benefits so as to be consistent with the allocation made by the Association's Pension Administration System.

Service-connected death

Provision by Tier	Pre-Retirement Death (Service-Connected) Benefit Plan Provision
Eligibility	
All members	No age or service requirements.
Benefit amount	
All members	50% of Final Compensation or 100% of Service Retirement benefit, if greater, payable to spouse, registered domestic partner or minor children (§31787).

Post-retirement death benefits

Service retirement or non-service connected disability retirement

Unless another option was selected at retirement, 60% of member's unmodified allowance continued to eligible spouse (§31760.1). An eligible spouse is a surviving spouse who was married to the member at least one year prior to the day of retirement (§31760.1), or at least two years prior to the date of death, having attained age 55 on or prior to the date of death (§31786.1).

Service-connected disability retirement

Unless another option was selected at retirement, 100% of member's unmodified allowance continued to eligible spouse (§31786).

Withdrawal benefits

Less than five years of service

Refund of accumulated employee contributions with interest, or earned benefit at age 70 (§31628). Effective January 1, 2003, a member may also elect to leave contributions on deposit in the retirement fund (§31629.5).

Five or more years of service

If contributions left on deposit, a member is entitled to earned benefits commencing at any time after eligible to retire (§31700).

Post-retirement cost-of-living benefits

Provision by Tier	Post-Retirement Cost-of-Living Benefit Plan Provision
General and Safety Tiers 1 and 2 and General Tier 3	Future changes based on changes to the Consumer Price Index for the West Region to a maximum of 3% per year, excess "banked" (§31870.1).
General and Safety Tiers 4 and 5	None.

Pre-retirement conversion of annual leave

Provision by Tier	Pre-Retirement Conversion of Annual Leave Plan Provision
General members	
New Annual Leave Plan (5Y)	Members who entered the Association on or before October 10, 1983 and in bargaining groups who have agreed to this plan may convert hours in excess of 1,100 hours to service at retirement.
Annual Leave Plan II (5Y)	Members who entered the Association after October 10, 1983 with accruals in the 5Y leave plan and in bargaining groups who have agreed to this plan may convert hours in excess of 400 hours to service at retirement.
Annual Leave IV Plan or the Old Annual Leave Plan (5O)	Members hired on or after October 10, 1983 or prior to that date, respectively, and who are in bargaining groups who have agreed to these plans, management or are unrepresented will convert any frozen hours balance to service at retirement.
Vacation/Sick Leave Plans (5Q, 5S and 5W)	Members who entered the Association on or after December 14, 1998 and in bargaining groups who have agreed to these plans may convert all accrued sick leave hours to service at retirement.
Safety members	
New Annual Leave Plan (5Y)	Members who entered the Association on or before October 10, 1983 and in bargaining groups who have agreed to this plan may convert hours in excess of 1,100 hours to service at retirement.
Annual Leave Plan II (5Y)	Members who entered the Association after October 10, 1983 with accruals in the 5Y leave plan and in bargaining groups who have agreed to this plan may convert hours in excess of 400 hours to service at retirement.
Annual Leave IV Plan or the Old Annual Leave Plan (5O)	Members hired on or after October 10, 1983 or prior to that date, respectively, and who are in bargaining groups who have agreed to these plans, management or are unrepresented will convert any frozen hours balance to service at retirement.
Vacation/Sick Leave Plans (5Q, 5S and 5W)	Members who entered the Association on or after December 14, 1998 and in bargaining groups who have agreed to these plans may convert all accrued sick leave hours to service at retirement.

Ventura Settlement benefits

Provision by Section	Ventura Settlement Plan Provision
Section 6	For Tier 1 members retiring on or after January 1, 2001 - The difference between the regular plus settlement benefits, and the regular benefit (i.e., §31676.12 for General Tier 1 and §31664 for Safety Tier 1).
Section 8	For Tier 1 members who retired prior to January 1, 2001 - $15 per month per year of service, up to a maximum monthly benefit of $450.
Section 9	All retired members (excluding General Tiers 4 & 5 and Safety Tier 5 members) are entitled to a $3 per month per year of service benefit. Future increase in this benefit will depend on the amount of future undistributed earnings. For the purpose of this valuation, it is assumed that there will be no future increase in the amount of benefit.

Member contributions

Please refer to *Section 4, Exhibit 3* for the specific rates.

Member Contribution Plan Provisions

Provision by Tier	Member Contribution Plan Provision
General Tier 1	
Regular Basic contributions	Entry-age based rates that provide for an annuity at age 60 equal to 1/200 of FAS1 (§31621.5).
Regular Plus Settlement Basic contributions	Entry-age based rates that provide for an annuity at age 55 equal to 1/160 of FAS1 (§31627).
Cost-of-Living contributions	Entry-age based rates that provide for one-half of future Cost-of-Living costs.
General Tier 2	
Basic contributions	Entry-age based rates that provide for an annuity at age 60 equal to 1/240 of FAS1 (§31621.4).
Cost-of-Living contributions	Entry-age based rates that provide for one-half of future Cost-of-Living costs.
General Tier 3	
Basic contributions	Entry-age based rates that provide for an annuity at age 55 equal to 1/200 of FAS3 (§31621.6 and §31630).
Cost-of-Living contributions	Entry-age based rates that provide for one-half of future Cost-of-Living costs.

Provision by Tier	Member Contribution Plan Provision
General Tier 4	
Basic contributions	Entry-age based rates that provide for an annuity at age 60 equal to 1/120 of FAS3 (§31621).
Cost-of-Living contributions	None.
Safety Tier 1	
Regular Basic contributions	Entry-age based rates that provide for an annuity at age 50 equal to 1/200 of FAS1 (§31639.5).
Regular Plus Settlement Basic contributions	Entry-age based rates that provide for an annuity at age 50 equal to 1/160 of FAS1 (§31627).
Cost-of-Living contributions	Entry-age based rates that provide for one-half of future Cost-of-Living costs.
Safety Tier 2	
Regular Basic contributions	Entry-age based rates that provide for an annuity at age 50 equal to 1/200 of FAS1 (§31639.5).
Cost-of-Living contributions	Entry-age based rates that provide for one-half of future Cost-of-Living costs.
Safety Tier 4	
Regular Basic contributions	Entry-age based rates that provide for an annuity at age 50 equal to 1/100 of FAS3 (§31639.25).
Cost-of-Living contributions	None.
General and Safety Tier 5	
Contributions	Non-entry age based rates that provide for 50% of total normal cost rate.

Other information

Non-Tier 5 Safety members with 30 or more years of service are exempt from paying member contributions. The same applies for General members hired on or before March 7, 1973.

Changes in plan provisions

There have been no changes in plan provisions since the prior valuation.

Exhibit 3: Member contribution rates

Comparison of Total Member Rate
General Members

Entry Age	Based on June 30, 2025 Valuation[1]	Based on June 30, 2024 Valuation[1]	Change
General Tier 1[2]			
25	10.05%	10.07%	(0.02%)
35	11.65%	11.55%	0.10%
45	13.75%	13.65%	0.10%
General Tier 2[2]			
25	6.68%	6.71%	(0.03%)
35	7.69%	7.68%	0.01%
45	9.02%	8.88%	0.14%
General Tier 3[2]			
25	7.97%	7.94%	0.03%
35	9.23%	9.11%	0.12%
45	10.74%	10.70%	0.04%
General Tier 4[2]			
25	6.97%	6.91%	0.06%
35	8.04%	7.89%	0.15%
45	9.41%	9.13%	0.28%
General Tier 5			
Any age[3]	7.90%	7.96%	(0.06%)

[1] Includes explicit administrative expense loads of 0.28% and 0.23% of payroll that have been allocated to the 2025 and 2024 member contribution rates, respectively.
[2] For non-Tier 5 members, contributions for the first $350 of monthly payroll are based on 2/3 (no adjustment for the administrative expense load) of the above rates.
[3] Tier 5 member rates are independent of entry age.

Comparison of Total Member Rate

Safety Members

Entry Age	Based on June 30, 2025 Valuation[1]	Based on June 30, 2024 Valuation[1]	Change
Safety Tier 1[2]			
25	13.82%	14.05%	(0.23%)
30	14.62%	14.92%	(0.30%)
35	15.56%	15.91%	(0.35%)
Safety Tier 2[2]			
25	12.01%	12.04%	(0.03%)
30	12.69%	12.77%	(0.08%)
35	13.51%	13.62%	(0.11%)
Safety Tier 4[2]			
25	11.06%	10.82%	0.24%
30	11.69%	11.48%	0.21%
35	12.44%	12.24%	0.20%
Safety Tier 5			
Any age[3]	13.10%	13.00%	0.10%

[1] Includes explicit administrative expense loads of 0.28% and 0.23% of payroll that have been allocated to the 2025 and 2024 member contribution rates, respectively.
[2] For non-Tier 5 members, contributions for the first $350 of monthly payroll are based on 2/3 (no adjustment for the administrative expense load) of the above rates.
[3] Tier 5 member rates are independent of entry age.

General Tier 1 Members' Contribution Rates Based on the June 30, 2025 Actuarial Valuation

(as a % of Monthly Payroll)

Entry Age	Basic Regular First $350	Basic Regular Over $350	COLA Regular First $350	COLA Regular Over $350	Basic Settlement First $350	Basic Settlement Over $350	COLA Settlement First $350	COLA Settlement Over $350	Total First $350	Total Over $350
15	2.72%	3.94%	1.66%	2.49%	1.04%	1.56%	0.57%	0.86%	5.99%	8.85%
16	2.72%	3.94%	1.66%	2.49%	1.04%	1.56%	0.57%	0.86%	5.99%	8.85%
17	2.76%	4.00%	1.69%	2.53%	1.05%	1.57%	0.57%	0.86%	6.07%	8.96%
18	2.79%	4.05%	1.71%	2.57%	1.07%	1.60%	0.59%	0.88%	6.16%	9.10%
19	2.83%	4.11%	1.74%	2.61%	1.08%	1.62%	0.59%	0.89%	6.24%	9.23%
20	2.87%	4.16%	1.76%	2.64%	1.10%	1.65%	0.61%	0.91%	6.34%	9.36%
21	2.91%	4.22%	1.79%	2.68%	1.11%	1.67%	0.61%	0.92%	6.42%	9.49%
22	2.95%	4.28%	1.81%	2.72%	1.13%	1.69%	0.62%	0.93%	6.51%	9.62%
23	2.98%	4.33%	1.84%	2.76%	1.15%	1.73%	0.63%	0.95%	6.60%	9.77%
24	3.02%	4.39%	1.87%	2.80%	1.17%	1.75%	0.64%	0.96%	6.70%	9.90%
25	3.06%	4.45%	1.89%	2.84%	1.19%	1.78%	0.65%	0.98%	6.79%	10.05%
26	3.10%	4.51%	1.92%	2.88%	1.21%	1.81%	0.67%	1.00%	6.90%	10.20%
27	3.15%	4.58%	1.95%	2.93%	1.22%	1.83%	0.67%	1.01%	6.99%	10.35%
28	3.19%	4.64%	1.98%	2.97%	1.24%	1.86%	0.68%	1.02%	7.09%	10.49%
29	3.23%	4.70%	2.01%	3.01%	1.26%	1.89%	0.69%	1.04%	7.19%	10.64%
30	3.27%	4.77%	2.03%	3.05%	1.28%	1.92%	0.71%	1.06%	7.29%	10.80%
31	3.32%	4.84%	2.07%	3.10%	1.30%	1.95%	0.71%	1.07%	7.40%	10.96%
32	3.36%	4.90%	2.09%	3.14%	1.33%	1.99%	0.73%	1.09%	7.51%	11.12%
33	3.41%	4.97%	2.13%	3.19%	1.35%	2.02%	0.74%	1.11%	7.63%	11.29%
34	3.45%	5.04%	2.16%	3.24%	1.37%	2.06%	0.75%	1.13%	7.73%	11.47%
35	3.51%	5.12%	2.19%	3.29%	1.39%	2.09%	0.77%	1.15%	7.86%	11.65%
36	3.55%	5.19%	2.23%	3.34%	1.42%	2.13%	0.78%	1.17%	7.98%	11.83%
37	3.61%	5.27%	2.27%	3.40%	1.45%	2.17%	0.79%	1.19%	8.12%	12.03%
38	3.66%	5.35%	2.30%	3.45%	1.47%	2.21%	0.81%	1.22%	8.24%	12.23%
39	3.71%	5.43%	2.33%	3.50%	1.51%	2.27%	0.83%	1.25%	8.38%	12.45%
40	3.77%	5.51%	2.37%	3.56%	1.55%	2.32%	0.85%	1.28%	8.54%	12.67%

Section 4: Actuarial Valuation Basis

Entry Age	Basic Regular First $350	Basic Regular Over $350	COLA Regular First $350	COLA Regular Over $350	Basic Settlement First $350	Basic Settlement Over $350	COLA Settlement First $350	COLA Settlement Over $350	Total First $350	Total Over $350
41	3.83%	5.60%	2.41%	3.62%	1.57%	2.36%	0.87%	1.30%	8.68%	12.88%
42	3.89%	5.69%	2.45%	3.68%	1.61%	2.42%	0.89%	1.33%	8.84%	13.12%
43	3.95%	5.78%	2.49%	3.74%	1.64%	2.46%	0.90%	1.35%	8.98%	13.33%
44	4.01%	5.88%	2.54%	3.81%	1.66%	2.49%	0.91%	1.37%	9.12%	13.55%
45	4.08%	5.98%	2.59%	3.88%	1.67%	2.51%	0.92%	1.38%	9.26%	13.75%
46	4.15%	6.08%	2.63%	3.95%	1.68%	2.52%	0.93%	1.39%	9.39%	13.94%
47	4.22%	6.19%	2.68%	4.02%	1.67%	2.50%	0.91%	1.37%	9.48%	14.08%
48	4.29%	6.29%	2.73%	4.09%	1.65%	2.48%	0.91%	1.36%	9.58%	14.22%
49	4.35%	6.39%	2.77%	4.16%	1.62%	2.43%	0.89%	1.34%	9.63%	14.32%
50	4.41%	6.48%	2.81%	4.22%	1.56%	2.34%	0.86%	1.29%	9.64%	14.33%
51	4.47%	6.56%	2.85%	4.27%	1.50%	2.25%	0.83%	1.24%	9.65%	14.32%
52	4.51%	6.63%	2.88%	4.32%	1.38%	2.07%	0.76%	1.14%	9.53%	14.16%
53	4.55%	6.69%	2.91%	4.36%	1.24%	1.86%	0.68%	1.02%	9.38%	13.93%
54	4.58%	6.73%	2.93%	4.39%	1.07%	1.61%	0.59%	0.89%	9.17%	13.62%
55	4.58%	6.73%	2.93%	4.39%	1.07%	1.61%	0.59%	0.89%	9.17%	13.62%
56	4.57%	6.72%	2.92%	4.38%	1.07%	1.61%	0.59%	0.89%	9.15%	13.60%
57	4.52%	6.64%	2.89%	4.33%	1.07%	1.61%	0.59%	0.89%	9.07%	13.47%
58	4.44%	6.52%	2.83%	4.25%	1.07%	1.61%	0.59%	0.89%	8.93%	13.27%
59 and over	4.34%	6.37%	2.76%	4.14%	1.07%	1.61%	0.59%	0.89%	8.76%	13.01%

Interest:	6.50% per annum
COLA:	2.75%
Administrative Expenses:	0.28% of payroll added to Basic Regular rates
Mortality:	See *Section 4, Exhibit 1*
Salary Increase:	Inflation (2.50%) + Across-the-Board Increase (0.50%) + Merit (See *Section 4, Exhibit 1*)
COLA Loading Factor:	68.04% for Regular Benefits, applied to Basic rates prior to adjustment for administrative expenses, and 54.98% for Settlement Benefits

General Tier 2 Members' Contribution Rates Based on the June 30, 2025 Actuarial Valuation

(as a % of Monthly Payroll)

Entry Age	Basic Regular First $350	Basic Regular Over $350	COLA Regular First $350	COLA Regular Over $350	Total First $350	Total Over $350
15	2.31%	3.33%	1.71%	2.56%	4.02%	5.89%
16	2.31%	3.33%	1.71%	2.56%	4.02%	5.89%
17	2.35%	3.38%	1.73%	2.60%	4.08%	5.98%
18	2.37%	3.42%	1.76%	2.64%	4.13%	6.06%
19	2.41%	3.47%	1.79%	2.68%	4.20%	6.15%
20	2.43%	3.51%	1.81%	2.71%	4.24%	6.22%
21	2.47%	3.56%	1.83%	2.75%	4.30%	6.31%
22	2.50%	3.61%	1.86%	2.79%	4.36%	6.40%
23	2.53%	3.66%	1.89%	2.84%	4.42%	6.50%
24	2.57%	3.71%	1.92%	2.88%	4.49%	6.59%
25	2.60%	3.76%	1.95%	2.92%	4.55%	6.68%
26	2.63%	3.81%	1.97%	2.96%	4.60%	6.77%
27	2.67%	3.86%	2.00%	3.00%	4.67%	6.86%
28	2.70%	3.91%	2.03%	3.05%	4.73%	6.96%
29	2.74%	3.97%	2.07%	3.10%	4.81%	7.07%
30	2.77%	4.02%	2.09%	3.14%	4.86%	7.16%
31	2.81%	4.08%	2.13%	3.19%	4.94%	7.27%
32	2.85%	4.13%	2.15%	3.23%	5.00%	7.36%
33	2.89%	4.19%	2.19%	3.28%	5.08%	7.47%
34	2.93%	4.25%	2.22%	3.33%	5.15%	7.58%
35	2.97%	4.31%	2.25%	3.38%	5.22%	7.69%
36	3.01%	4.37%	2.29%	3.43%	5.30%	7.80%
37	3.05%	4.44%	2.33%	3.49%	5.38%	7.93%
38	3.09%	4.50%	2.36%	3.54%	5.45%	8.04%
39	3.14%	4.57%	2.40%	3.60%	5.54%	8.17%
40	3.19%	4.64%	2.44%	3.66%	5.63%	8.30%

Section 4: Actuarial Valuation Basis

Entry Age	Basic Regular First $350	Basic Regular Over $350	COLA Regular First $350	COLA Regular Over $350	Total First $350	Total Over $350
41	3.23%	4.71%	2.48%	3.72%	5.71%	8.43%
42	3.28%	4.78%	2.52%	3.78%	5.80%	8.56%
43	3.33%	4.86%	2.56%	3.84%	5.89%	8.70%
44	3.39%	4.95%	2.61%	3.92%	6.00%	8.87%
45	3.45%	5.03%	2.66%	3.99%	6.11%	9.02%
46	3.50%	5.11%	2.70%	4.05%	6.20%	9.16%
47	3.57%	5.21%	2.76%	4.14%	6.33%	9.35%
48	3.62%	5.29%	2.80%	4.20%	6.42%	9.49%
49	3.67%	5.37%	2.85%	4.27%	6.52%	9.64%
50	3.72%	5.44%	2.89%	4.33%	6.61%	9.77%
51	3.77%	5.51%	2.93%	4.39%	6.70%	9.90%
52	3.81%	5.57%	2.96%	4.44%	6.77%	10.01%
53	3.84%	5.62%	2.99%	4.48%	6.83%	10.10%
54	3.86%	5.65%	3.01%	4.51%	6.87%	10.16%
55	3.86%	5.65%	3.01%	4.51%	6.87%	10.16%
56	3.86%	5.65%	3.01%	4.51%	6.87%	10.16%
57	3.81%	5.58%	2.97%	4.45%	6.78%	10.03%
58	3.75%	5.48%	2.91%	4.36%	6.66%	9.84%
59 and over	3.66%	5.35%	2.83%	4.25%	6.49%	9.60%

Interest:	6.50% per annum
COLA:	2.75%
Administrative Expenses:	0.28% of payroll added to Basic Regular rates
Mortality:	See *Section 4, Exhibit 1*
Salary Increase:	Inflation (2.50%) + Across-the-Board Increase (0.50%) + Merit (See *Section 4, Exhibit 1*)
COLA Loading Factor:	83.92% for Regular Benefits, applied to Basic rates prior to adjustment for administrative expenses

General Tier 3 Members' Contribution Rates Based on the June 30, 2025 Actuarial Valuation

(as a % of Monthly Payroll)

Entry Age	Basic Regular First $350	Basic Regular Over $350	COLA Regular First $350	COLA Regular Over $350	Total First $350	Total Over $350
15	2.95%	4.29%	1.81%	2.72%	4.76%	7.01%
16	2.95%	4.29%	1.81%	2.72%	4.76%	7.01%
17	2.99%	4.35%	1.84%	2.76%	4.83%	7.11%
18	3.03%	4.41%	1.87%	2.80%	4.90%	7.21%
19	3.07%	4.47%	1.89%	2.84%	4.96%	7.31%
20	3.11%	4.53%	1.92%	2.88%	5.03%	7.41%
21	3.16%	4.60%	1.95%	2.93%	5.11%	7.53%
22	3.20%	4.66%	1.98%	2.97%	5.18%	7.63%
23	3.24%	4.72%	2.01%	3.01%	5.25%	7.73%
24	3.29%	4.79%	2.04%	3.06%	5.33%	7.85%
25	3.33%	4.86%	2.07%	3.11%	5.40%	7.97%
26	3.38%	4.93%	2.10%	3.15%	5.48%	8.08%
27	3.42%	4.99%	2.13%	3.20%	5.55%	8.19%
28	3.47%	5.07%	2.17%	3.25%	5.64%	8.32%
29	3.52%	5.14%	2.20%	3.30%	5.72%	8.44%
30	3.57%	5.21%	2.23%	3.34%	5.80%	8.55%
31	3.62%	5.29%	2.27%	3.40%	5.89%	8.69%
32	3.67%	5.36%	2.30%	3.45%	5.97%	8.81%
33	3.72%	5.44%	2.33%	3.50%	6.05%	8.94%
34	3.78%	5.53%	2.37%	3.56%	6.15%	9.09%
35	3.83%	5.61%	2.41%	3.62%	6.24%	9.23%
36	3.89%	5.70%	2.45%	3.68%	6.34%	9.38%
37	3.95%	5.79%	2.49%	3.74%	6.44%	9.53%
38	4.01%	5.88%	2.53%	3.80%	6.54%	9.68%
39	4.08%	5.98%	2.58%	3.87%	6.66%	9.85%
40	4.15%	6.08%	2.62%	3.93%	6.77%	10.01%

Section 4: Actuarial Valuation Basis

Entry Age	Basic Regular First $350	Basic Regular Over $350	COLA Regular First $350	COLA Regular Over $350	Total First $350	Total Over $350
41	4.21%	6.18%	2.67%	4.00%	6.88%	10.18%
42	4.28%	6.28%	2.71%	4.07%	6.99%	10.35%
43	4.33%	6.36%	2.75%	4.12%	7.08%	10.48%
44	4.39%	6.44%	2.79%	4.18%	7.18%	10.62%
45	4.43%	6.51%	2.82%	4.23%	7.25%	10.74%
46	4.47%	6.57%	2.85%	4.27%	7.32%	10.84%
47	4.50%	6.61%	2.86%	4.29%	7.36%	10.90%
48	4.51%	6.63%	2.87%	4.31%	7.38%	10.94%
49	4.51%	6.62%	2.87%	4.30%	7.38%	10.92%
50	4.48%	6.58%	2.85%	4.27%	7.33%	10.85%
51	4.42%	6.49%	2.81%	4.21%	7.23%	10.70%
52	4.33%	6.36%	2.75%	4.12%	7.08%	10.48%
53	4.45%	6.54%	2.83%	4.25%	7.28%	10.79%
54 and over	4.58%	6.73%	2.92%	4.38%	7.50%	11.11%

Interest:	6.50% per annum
COLA:	2.75%
Administrative Expenses:	0.28% of payroll added to Basic Regular rates
Mortality:	See *Section 4, Exhibit 1*
Salary Increase:	Inflation (2.50%) + Across-the-Board Increase (0.50%) + Merit (See *Section 4, Exhibit 1*)
COLA Loading Factor:	67.84% for Regular Benefits, applied to Basic rates prior to adjustment for administrative expenses

General Tier 4 Members' Contribution Rates Based on the June 30, 2025 Actuarial Valuation

(as a % of Monthly Payroll)

Entry Age	Basic Regular First $350	Basic Regular Over $350
15	4.19%	6.15%
16	4.19%	6.15%
17	4.25%	6.24%
18	4.31%	6.33%
19	4.37%	6.41%
20	4.43%	6.50%
21	4.49%	6.59%
22	4.55%	6.69%
23	4.61%	6.78%
24	4.67%	6.87%
25	4.74%	6.97%
26	4.81%	7.07%
27	4.87%	7.17%
28	4.94%	7.27%
29	5.01%	7.37%
30	5.08%	7.48%
31	5.15%	7.59%
32	5.22%	7.69%
33	5.30%	7.81%
34	5.37%	7.92%
35	5.45%	8.04%
36	5.53%	8.15%
37	5.61%	8.28%
38	5.69%	8.40%
39	5.78%	8.53%
40	5.87%	8.67%

Section 4: Actuarial Valuation Basis

Entry Age	Basic Regular First $350	Basic Regular Over $350
41	5.96%	8.80%
42	6.06%	8.95%
43	6.16%	9.10%
44	6.26%	9.25%
45	6.37%	9.41%
46	6.47%	9.56%
47	6.57%	9.71%
48	6.66%	9.85%
49	6.74%	9.97%
50	6.81%	10.08%
51	6.88%	10.18%
52	6.92%	10.24%
53	6.94%	10.27%
54	6.93%	10.26%
55	6.88%	10.18%
56	6.79%	10.04%
57	6.65%	9.84%
58	6.84%	10.12%
59 and over	7.05%	10.43%

Interest:	6.50% per annum
COLA:	0.00%
Administrative Expenses:	0.28% of payroll added to Basic Regular rates
Mortality:	See *Section 4, Exhibit 1*
Salary Increase:	Inflation (2.50%) + Across-the-Board Increase (0.50%) + Merit (See *Section 4, Exhibit 1*)

Safety Tier 1 Members' Contribution Rates Based on the June 30, 2025 Actuarial Valuation

(as a % of Monthly Payroll)

Entry Age	Basic Regular First $350	Basic Regular Over $350	COLA Regular First $350	COLA Regular Over $350	Basic Settlement First $350	Basic Settlement Over $350	COLA Settlement First $350	COLA Settlement Over $350	Total First $350	Total Over $350
15	3.69%	5.39%	3.16%	4.74%	0.85%	1.27%	0.77%	1.15%	8.47%	12.55%
16	3.69%	5.39%	3.16%	4.74%	0.85%	1.27%	0.77%	1.15%	8.47%	12.55%
17	3.72%	5.44%	3.19%	4.79%	0.86%	1.29%	0.77%	1.16%	8.54%	12.68%
18	3.76%	5.50%	3.23%	4.85%	0.87%	1.30%	0.78%	1.17%	8.64%	12.82%
19	3.79%	5.55%	3.26%	4.89%	0.88%	1.32%	0.79%	1.19%	8.72%	12.95%
20	3.83%	5.61%	3.30%	4.95%	0.89%	1.33%	0.80%	1.20%	8.82%	13.09%
21	3.87%	5.67%	3.33%	5.00%	0.90%	1.35%	0.81%	1.22%	8.91%	13.24%
22	3.91%	5.73%	3.37%	5.06%	0.91%	1.36%	0.82%	1.23%	9.01%	13.38%
23	3.95%	5.79%	3.41%	5.12%	0.92%	1.38%	0.83%	1.25%	9.11%	13.54%
24	3.99%	5.85%	3.45%	5.17%	0.93%	1.39%	0.83%	1.25%	9.20%	13.66%
25	4.03%	5.91%	3.49%	5.23%	0.94%	1.41%	0.85%	1.27%	9.31%	13.82%
26	4.08%	5.98%	3.53%	5.29%	0.95%	1.42%	0.85%	1.28%	9.41%	13.97%
27	4.12%	6.04%	3.57%	5.35%	0.96%	1.44%	0.87%	1.30%	9.52%	14.13%
28	4.17%	6.11%	3.61%	5.41%	0.97%	1.45%	0.87%	1.31%	9.62%	14.28%
29	4.21%	6.17%	3.65%	5.47%	0.99%	1.48%	0.89%	1.34%	9.74%	14.46%
30	4.25%	6.24%	3.69%	5.53%	1.00%	1.50%	0.90%	1.35%	9.84%	14.62%
31	4.31%	6.32%	3.74%	5.61%	1.01%	1.51%	0.91%	1.36%	9.97%	14.80%
32	4.35%	6.39%	3.78%	5.67%	1.02%	1.53%	0.92%	1.38%	10.07%	14.97%
33	4.41%	6.47%	3.83%	5.75%	1.03%	1.55%	0.93%	1.40%	10.20%	15.17%
34	4.46%	6.55%	3.88%	5.82%	1.05%	1.57%	0.95%	1.42%	10.34%	15.36%
35	4.51%	6.63%	3.93%	5.90%	1.06%	1.59%	0.96%	1.44%	10.46%	15.56%
36	4.57%	6.72%	3.99%	5.98%	1.08%	1.62%	0.97%	1.46%	10.61%	15.78%
37	4.64%	6.82%	4.05%	6.07%	1.09%	1.64%	0.99%	1.48%	10.77%	16.01%
38	4.71%	6.92%	4.11%	6.16%	1.11%	1.66%	1.00%	1.50%	10.93%	16.24%
39	4.77%	7.01%	4.17%	6.25%	1.12%	1.68%	1.01%	1.52%	11.07%	16.46%
40	4.83%	7.11%	4.23%	6.34%	1.13%	1.70%	1.02%	1.53%	11.21%	16.68%

Section 4: Actuarial Valuation Basis

Entry Age	Basic Regular First $350	Basic Regular Over $350	COLA Regular First $350	COLA Regular Over $350	Basic Settlement First $350	Basic Settlement Over $350	COLA Settlement First $350	COLA Settlement Over $350	Total First $350	Total Over $350
41	4.90%	7.21%	4.29%	6.43%	1.16%	1.74%	1.05%	1.57%	11.40%	16.95%
42	4.95%	7.29%	4.34%	6.51%	1.17%	1.75%	1.05%	1.58%	11.51%	17.13%
43	4.98%	7.33%	4.37%	6.55%	1.18%	1.77%	1.07%	1.60%	11.60%	17.25%
44	5.01%	7.37%	4.39%	6.58%	1.19%	1.78%	1.07%	1.61%	11.66%	17.34%
45	5.01%	7.38%	4.39%	6.59%	1.19%	1.78%	1.07%	1.61%	11.66%	17.36%
46	5.01%	7.38%	4.39%	6.59%	1.19%	1.78%	1.07%	1.61%	11.66%	17.36%
47	4.96%	7.30%	4.35%	6.52%	1.17%	1.76%	1.06%	1.59%	11.54%	17.17%
48	4.87%	7.17%	4.27%	6.40%	1.15%	1.72%	1.03%	1.55%	11.32%	16.84%
49 and over	4.77%	7.01%	4.17%	6.25%	1.12%	1.68%	1.01%	1.52%	11.07%	16.46%

Interest:	6.50% per annum
COLA:	2.75%
Administrative Expenses:	0.28% of payroll added to Basic Regular rates
Mortality:	See *Section 4, Exhibit 1*
Salary Increase:	Inflation (2.50%) + Across-the-Board Increase (0.50%) + Merit (See *Section 4, Exhibit 1*)
COLA Loading Factor:	92.84% for Regular Benefits, applied to Basic rates prior to adjustment for administrative expenses, and 90.26% for Settlement Benefits

Safety Tier 2 Members' Contribution Rates Based on the June 30, 2025 Actuarial Valuation

(as a % of Monthly Payroll)

Entry Age	Basic Regular First $350	Basic Regular Over $350	COLA Regular First $350	COLA Regular Over $350	Total First $350	Total Over $350
15	3.69%	5.39%	3.69%	5.53%	7.38%	10.92%
16	3.69%	5.39%	3.69%	5.53%	7.38%	10.92%
17	3.72%	5.44%	3.73%	5.59%	7.45%	11.03%
18	3.76%	5.50%	3.77%	5.65%	7.53%	11.15%
19	3.79%	5.55%	3.81%	5.71%	7.60%	11.26%
20	3.83%	5.61%	3.85%	5.77%	7.68%	11.38%
21	3.87%	5.67%	3.89%	5.84%	7.76%	11.51%
22	3.91%	5.73%	3.93%	5.90%	7.84%	11.63%
23	3.95%	5.79%	3.98%	5.97%	7.93%	11.76%
24	3.99%	5.85%	4.02%	6.03%	8.01%	11.88%
25	4.03%	5.91%	4.07%	6.10%	8.10%	12.01%
26	4.08%	5.98%	4.11%	6.17%	8.19%	12.15%
27	4.12%	6.04%	4.16%	6.24%	8.28%	12.28%
28	4.17%	6.11%	4.21%	6.31%	8.38%	12.42%
29	4.21%	6.17%	4.25%	6.38%	8.46%	12.55%
30	4.25%	6.24%	4.30%	6.45%	8.55%	12.69%
31	4.31%	6.32%	4.36%	6.54%	8.67%	12.86%
32	4.35%	6.39%	4.41%	6.62%	8.76%	13.01%
33	4.41%	6.47%	4.47%	6.70%	8.88%	13.17%
34	4.46%	6.55%	4.53%	6.79%	8.99%	13.34%
35	4.51%	6.63%	4.59%	6.88%	9.10%	13.51%
36	4.57%	6.72%	4.65%	6.97%	9.22%	13.69%
37	4.64%	6.82%	4.72%	7.08%	9.36%	13.90%
38	4.71%	6.92%	4.79%	7.19%	9.50%	14.11%
39	4.77%	7.01%	4.86%	7.29%	9.63%	14.30%
40	4.83%	7.11%	4.93%	7.40%	9.76%	14.51%

Section 4: Actuarial Valuation Basis

Entry Age	Basic Regular First $350	Basic Regular Over $350	COLA Regular First $350	COLA Regular Over $350	Total First $350	Total Over $350
41	4.90%	7.21%	5.00%	7.50%	9.90%	14.71%
42	4.95%	7.29%	5.06%	7.59%	10.01%	14.88%
43	4.98%	7.33%	5.09%	7.63%	10.07%	14.96%
44	5.01%	7.37%	5.12%	7.68%	10.13%	15.05%
45	5.01%	7.38%	5.13%	7.69%	10.14%	15.07%
46	5.01%	7.38%	5.13%	7.69%	10.14%	15.07%
47	4.96%	7.30%	5.07%	7.60%	10.03%	14.90%
48	4.87%	7.17%	4.97%	7.46%	9.84%	14.63%
49 and over	4.77%	7.01%	4.86%	7.29%	9.63%	14.30%

Interest:	6.50% per annum
COLA:	2.75%
Administrative Expenses:	0.28% of payroll added to Basic Regular rates
Mortality:	See *Section 4, Exhibit 1*
Salary Increase:	Inflation (2.50%) + Across-the-Board Increase (0.50%) + Merit (See *Section 4, Exhibit 1*)
COLA Loading Factor:	108.29% for Regular Benefits, applied to Basic rates prior to adjustment for administrative expenses

Safety Tier 4 Members' Contribution Rates Based on the June 30, 2025 Actuarial Valuation

(as a % of Monthly Payroll)

Entry Age	Basic Regular First $350	Basic Regular Over $350
15	6.79%	10.05%
16	6.79%	10.05%
17	6.87%	10.16%
18	6.93%	10.26%
19	7.01%	10.37%
20	7.08%	10.48%
21	7.15%	10.59%
22	7.23%	10.70%
23	7.31%	10.82%
24	7.39%	10.94%
25	7.47%	11.06%
26	7.55%	11.18%
27	7.63%	11.30%
28	7.71%	11.43%
29	7.80%	11.56%
30	7.89%	11.69%
31	7.98%	11.83%
32	8.07%	11.97%
33	8.17%	12.12%
34	8.28%	12.28%
35	8.39%	12.44%
36	8.50%	12.61%
37	8.61%	12.78%
38	8.72%	12.94%
39	8.83%	13.11%
40	8.93%	13.26%

Section 4: Actuarial Valuation Basis

Entry Age	Basic Regular First $350	Basic Regular Over $350
41	9.01%	13.38%
42	9.06%	13.45%
43	9.08%	13.48%
44	9.08%	13.48%
45	9.02%	13.39%
46	8.91%	13.22%
47	8.73%	12.96%
48	8.99%	13.34%
49 and over	9.25%	13.74%

Interest:	6.50% per annum
COLA:	0.00%
Administrative Expenses:	0.28% of payroll added to Basic Regular rates
Mortality:	See *Section 4, Exhibit 1*
Salary Increase:	Inflation (2.50%) + Across-the-Board Increase (0.50%) + Merit (See *Section 4, Exhibit 1*)

Tier 5 Members' Contribution Rates Based on the June 30, 2025 Actuarial Valuation

(as a % of Monthly Payroll)

All Entry Ages	Total
General Tier 5	7.90%
Safety Tier 5	13.10%

Administrative Expenses: 0.28% of payroll added to the rates

Note: Tier 5 member contribution rate is 50% of the Normal Cost rates. It is our understanding that in the determination of pension benefits under the CalPEPRA formulas, the compensation that can be taken into account for 2025 is $155,081. For an employer that is not enrolled in Social Security, the maximum amount is $186,096 (reference Section 7522.10). These amounts are adjusted for changes to the Consumer Price Index for All Urban Consumers after 2025 (reference Section 7522.10(d)).

Exhibit 4: Schedule of UAAL and associated funded ratios

UAAL and Associated Funded Ratios

($ in '000s)

Line Description	Regular Benefit	Settlement Benefit	Total
1. Actuarial Accrued Liability	$6,395,173	$1,599,542	$7,994,715
2. Valuation Value of Assets	5,718,870	1,373,603	7,092,473
UAAL 1 – 2	**$676,303**	**$225,939**	**$902,242**
Funded Ratio 2 ÷ 1	**89.42%**	**85.87%**	**88.71%**

Appendix A: Definition of Pension Terms

The following list defines certain technical terms for the convenience of the reader:

Term	Definition
Actuarial accrued liability for actives	The equivalent of the accumulated normal costs allocated to the years before the valuation date.
Actuarial accrued liability for retirees and beneficiaries	Actuarial present value of lifetime benefits to existing retirees and beneficiaries. This sum takes account of life expectancies appropriate to the ages of the annuitants and the interest that the sum is expected to earn before it is entirely paid out in benefits.
Actuarial cost method	A procedure allocating the actuarial present value of future benefits to various time periods; a method used to determine the normal cost and the actuarial accrued liability that are used to determine the actuarially determined contribution.
Actuarial gain or loss	A measure of the difference between actual experience and that expected based upon a set of actuarial assumptions, during the period between two actuarial valuation dates. To the extent that actual experience differs from that assumed, actuarial accrued liabilities emerge which may be the same as forecasted or may be larger or smaller than projected. Actuarial gains are due to favorable experience, e.g., assets earn more than projected, salary increases are less than assumed, members retire later than assumed, etc. Favorable experience means actual results produce actuarial liabilities not as large as projected by the actuarial assumptions. On the other hand, actuarial losses are the result of unfavorable experience, i.e., actual results yield actuarial liabilities that are larger than projected.
Actuarially equivalent	Of equal actuarial present value, determined as of a given date and based on a given set of actuarial assumptions.
Actuarial present value	The value of an amount or series of amounts payable or receivable at various times, determined as of a given date by the application of a particular set of actuarial assumptions. Each such amount or series of amounts is: Adjusted for the probable financial effect of certain intervening events (such as changes in compensation levels, marital status, etc.) Multiplied by the probability of the occurrence of an event (such as survival, death, disability, withdrawal, etc.) on which the payment is conditioned, and Discounted according to an assumed rate (or rates) of return to reflect the time value of money.

Appendix A: Definition of Pension Terms

Term	Definition
Actuarial present value of future benefits	The actuarial present value of benefit amounts expected to be paid at various future times under a particular set of actuarial assumptions, taking into account such items as the effect of advancement in age, anticipated future compensation, and future service credits. The actuarial present value of future benefits includes the liabilities for active members, retired members, beneficiaries receiving benefits, and inactive members entitled to either a refund of member contributions or a future retirement benefit. Expressed another way, it is the value that would have to be invested on the valuation date so that the amount invested plus investment earnings would provide sufficient assets to pay all projected benefits and expenses when due.
Actuarial valuation	The determination, as of a valuation date, of the Normal cost, actuarial accrued liability, actuarial value of assets, and related actuarial present values for a plan, as well as actuarially determined contributions.
Actuarial value of assets	The value of the Plan's assets as of a given date, used by the actuary for valuation purposes. This may be the market or fair value of plan assets, but commonly plans use a smoothed value in order to reduce the year-to-year volatility of calculated results, such as the funded ratio and the actuarially determined contribution.
Actuarially determined	Values that have been determined utilizing the principles of actuarial science. An actuarially determined value is derived by application of the appropriate actuarial assumptions to specified values determined by provisions of the Plan.
Actuarially determined contribution	The employer's contributions, expressed as a dollar amount or a percentage of covered plan compensation, determined under the Plan's funding policy. The actuarially determined contribution consists of the employer normal cost and the amortization payment.
Amortization method	A method for determining the amortization payment. The most common methods used are level dollar and level percentage of payroll. Under the level dollar method, the amortization payment is one of a stream of payments, all equal, whose actuarial present value is equal to the unfunded actuarial accrued liability. Under the level percentage of pay method, the amortization payment is one of a stream of increasing payments, whose actuarial present value is equal to the unfunded actuarial accrued liability. Under the level percentage of pay method, the stream of payments increases at the assumed rate at which total covered payroll of all active members will increase.
Amortization payment	The portion of the pension plan contribution, or actuarially determined contribution, that is intended to pay off the unfunded actuarial accrued liability.

Appendix A: Definition of Pension Terms

Term	Definition
Assumptions or actuarial assumptions	The estimates upon which the cost of the Plan is calculated, including: **Investment return** — the rate of investment yield that the Plan will earn over the long-term future; **Mortality rates** — the rate or probability of death at a given age for employees and retirees; **Retirement rates** — the rate or probability of retirement at a given age or service; **Disability rates** — the rate or probability of disability retirement at a given age; **Withdrawal rates** — the rate or probability at which employees of various ages are expected to leave employment for reasons other than death, disability, or retirement; **Salary increase rates** — the rates of salary increase due to inflation, real wage growth and merit and promotion increases.
Closed amortization period	A specific number of years that is counted down by one each year, and therefore declines to zero with the passage of time. For example, if the amortization period is initially set at 20 years, it is 19 years at the end of one year, 18 years at the end of two years, etc. See “open amortization period.”
Decrements	Those causes/events due to which a member’s status (active-inactive-retiree-beneficiary) changes, that is: death, retirement, disability, or withdrawal.
Defined benefit plan	A retirement plan in which benefits are defined by a formula based on the member’s compensation, age and/or years of service.
Defined contribution plan	A retirement plan, such as a 401(k) plan, a 403(b) plan, or a 457 plan, in which the contributions to the plan are assigned to an account for each member, the plan’s earnings are allocated to each account, and each member’s benefits are a direct function of the account balance.
Employer normal cost	The portion of the normal cost to be paid by the employer. This is equal to the normal cost less expected member contributions.
Experience study	A periodic review and analysis of the actual experience of the Plan that may lead to a revision of one or more actuarial assumptions. Actual rates of decrement and salary increases are compared to the actuarially assumed values and modified based on recommendations from the Actuary.
Funded ratio	The ratio of the valuation value of assets to the actuarial accrued liability. Plans sometimes also calculate a market funded ratio, using the market value of assets, rather than the valuation value of assets.
GASB 67 and GASB 68	Governmental Accounting Standards Board (GASB) Statements No. 67 and No. 68. These are the governmental accounting standards that set the accounting rules for public retirement systems and the employers that sponsor or contribute to them. Statement No. 68 sets the accounting rules for the employers that sponsor or contribute to public retirement systems, while Statement No. 67 sets the rules for the systems themselves.

Appendix A: Definition of Pension Terms

Term	Definition
Investment return	The rate of earnings of the Plan from its investments, including interest, dividends and capital gain and loss adjustments, computed as a percentage of the average value of the fund. For actuarial purposes, the investment return often reflects a smoothing of the capital gains and losses to avoid significant swings in the value of assets from one year to the next.
Negative amortization	Negative amortization is a result of an increase in the unfunded actuarial accrued liability when the amortization payment is less than the interest accrued on the unfunded actuarial accrued liability.
Net pension liability	The net pension liability is equal to the total pension liability minus the plan fiduciary net position.
Normal cost	The portion of the actuarial present value of future benefits and expenses, if applicable, allocated to a valuation year by the actuarial cost method. Any payment with respect to an unfunded actuarial accrued liability is not part of the normal cost (see “amortization payment”). For pension plan benefits that are provided in part by employee contributions, normal cost refers to the total of member contributions and employer normal cost unless otherwise specifically stated.
Open amortization period	An open amortization period is one which is used to determine the amortization payment but which does not change over time. If the initial period is set as 30 years, the same 30-year period is used in each future year in determining the amortization period.
Plan fiduciary net position	Market value of assets.
Service costs	The portions of the actuarial present value of projected benefit payments that are attributed to valuation years.
Total pension liability	The actuarial accrued liability under the entry age normal cost method and based on the blended discount rate as described in GASB 67 and 68.
Unfunded actuarial accrued liability	The excess of the actuarial accrued liability over the valuation value of assets. This value may be negative, in which case it may be expressed as a negative unfunded actuarial accrued liability, also called the funding surplus or an overfunded actuarial accrued liability.
Valuation date or actuarial valuation date	The date as of which the value of assets is determined and as of which the Actuarial Present Value of Future Benefits is determined. The expected benefits to be paid in the future are discounted to this date.
Valuation value of assets	The actuarial value of assets reduced by the value of non-valuation reserves.

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